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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS  
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITE

# bulletin

## B.C. universities Act — appeal to the ILO

At the request of the Confederation of University Faculty Associations of British Columbia, CAUT will be launching a complaint with the International Labour Organization this fall against the government of British Columbia concerning section 80 of the B.C. Universities Act. S. 80 is the infamous provision that deprives university faculty of their rights under the Labour Relations Act, including the right to organize. The complaint will argue that this violates the Freedom of Association and Protection of the Right to Organize Conven-

tion, an international convention ratified by Canada with the agreement of all the provinces.

This action was taken after efforts by CUFA/BC to have the current Minister change the Act were turned aside. CAUT has argued for many years that faculty in British Columbia, not the provincial government, should have the right to decide whether they wish to exercise collective bargaining rights under the Labour Code.

This provision was enacted more than a decade ago by the Bennett government. It followed a couple of relevant events in faculty collective bargaining. First, the government had acted to close the one B.C. university that at that time had formally moved to collective bargaining - the University of Notre Dame. In an attempt to offset the political damage from this action in the local community, the government sought to establish a community college

on the former campus. The faculty union, however, bravely insisted on pursuing its collective bargaining rights to claim successorship with respect to teaching positions at the new college. Since getting rid of the faculty was part of the reason for closing Notre Dame, the government was annoyed by this. The abolition of collective bargaining rights for faculty conveniently eliminated this problem for the government.

The other event was a major organizing campaign at the University of British Columbia which nearly succeeded in unionizing that faculty as well. S. 80 assured the government that subsequent organizing efforts at UBC would not force it and the university administration to deal with the demands of what would have been the largest unionized faculty in Canada.

What is amazing is that, so long after those events and after the majority of

universities in Canada have become involved in faculty collective bargaining, the B.C. Social Credit government continues to rebuff efforts to have s. 80 repealed so that academic staff in that province can enjoy normal collective bargaining rights. It is particularly ironic that it now appears probable that the first faculty in the province to be unionized since the days of Notre Dame will be that of Royal Roads, the military college. An organizing effort is currently underway in Canada's military colleges and seems likely to be successful, but this is proceeding under federal legislation which governs these colleges.

It is hoped to get the complaint on the agenda of the ILO later this year. CAUT previously filed a similar complaint on behalf of Alberta Faculty Associations in 1977, which led to the modified, although still restrictive, collective bargaining law for faculty in that province.

**Librarians Conference**  
November 23-25, 1990  
see Page 7

**Colloque des bibliothécaires**  
23-25 novembre 1990  
voir page 7

## CAUT urges senate to block Bill C-69

The CAUT Executive has asked the Senate to hold up Bill C-69 pending a review of its legality by the Supreme Court. Bill C-69 contains the provisions by which the federal government intends to unilaterally amend the legislation on transfer payments to the provinces for postsecondary education, commonly known as EPF, as well as a number of other programs based on federal/provincial agreements. This legislation has passed the House of Commons and will appear on the Senate agenda in the fall. It will be considered by the Standing Committee on National Finance. CAUT has requested the opportunity to appear before this committee to explain its views.

CAUT considers that Bill C-69 raises fundamental issues concerning the right of the federal government to invoke the powers of Parliament to unilaterally violate its solemn commitments, and that it is an appropriate role of the Senate to ensure that these issues are resolved before it participates in such action.

One provision of the bill mandates a limit on the federal government's obligations under the Canada Assistance Plan. The court in British Columbia has ruled that the federal government cannot unilaterally alter a federal/provincial agreement of this nature. The

federal government has appealed this decision to the Supreme Court. CAUT has suggested to the Senate that, until a final ruling has been made by the Supreme Court of Canada, this legislation ought not to be proceeded with. If the government were to proceed to implement this measure on the basis of the Act of Parliament while final resolution of the issue is still pending, a serious potential will exist for a constitutional crisis, not only between the provinces and the federal government, but also between the courts and the legislature. The courts should be allowed to settle this important question without being faced with the implications of a fait accompli by the Cabinet and by Parliament.

EPF falls under another provision of Bill C-69, but nevertheless it, too, was the result of complex federal/provincial negotiations and agreements as was the Canada Assistance Plan. Regrettably the provinces did not challenge this part of the legislation in the courts. CAUT, therefore, has suggested to the Senate that it should not pass the EPF part of Bill C-69 either until the matter has been referred to the Supreme Court to test its constitutionality.

CAUT appeared before the Standing Committee of the House of Commons to express our concerns about the short-

sighted proposal to eliminate any provision for inflation in the federal contribution to post-secondary education for the next two years. The government treated these hearings as something of a joke. The Chair did not bother to turn up, and

it was clear that the instructions to the Tory majority on the committee were to do nothing more than go through the motions of hearing the critics. The CAUT Executive hopes that the Senate will take a more serious look.

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## LE BULLETIN DE L'ACPU ISSN 0007-7887

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Offusque totale moyenne: 27 000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire. Le tirage de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine sociale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attitudes politiques générales. L'ACPU entend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Imprimeur: Performance Printing, Smith Falls, Ontario

# How Many Trees This Time?

A running joke in the CAUT office, heard often while collating massive amounts of paper for CAUT Council meetings, is "I wonder how many trees we killed this time?" Said in jest perhaps, but considering that 209,500 sheets of paper were used for the last meeting of Council, a question deserving of some consideration.

It has been said that THE issue of the 90's is the environment. Without question, it is an issue that faces every person on the planet squarely in the face and one that must be addressed. Many are frightened by the global magnitude of the problem. The erosion of our water, our air, and our forests may seem irreversible. The solution? There is no simple answer. As one delegate to Globe 90, an environmental conference and trade fair held in Vancouver in March, stated "We should learn that we need a different kind of society". This and other similar statements underscore that the problem really is global

and that the destruction of the rain forests in tropical countries, for example, is just as much our problem as it is theirs.

The initiatives of many local environmental groups and individuals, in themselves, may appear small and insignificant. The three "R's" of the conservator (reduce, reuse, recycle), avoiding the use of environmentally dangerous contaminants and other alternatives to previously acceptable practices are all only a small beginning. However, if everyone begins to "think globally, act logically" by treating our home with the respect it deserves, some progress will be made.

In its own small way, this association is moving toward this goal. Beginning with this issue, the BULLETIN will be produced using a process called "Enviroprint". The printing process, developed during the past year by Performance Printing in Smith Falls, Ontario (our printer for many years)

uses recycled paper, vegetable based ink, natural fibre string ties, paper tape backed with vegetable glue and unbleached, recycled corrugated boxes. As part of the service, Performance has prepared the accompanying impact statement (see box) to show the effect of using Enviroprint compared to traditional printing methods. And, as you will note, the effect is not all that insignificant.

Over the course of the next few months and years, CAUT will continue to look for ways to demonstrate its sensitivity to the environment. Already the CAUT staff have instituted a fine paper recycling program within the CAUT office. And as current supplies deplete, where possible virgin paper will be replaced with recycled varieties. Then perhaps, the next time someone jokes "I wonder how many trees we killed this time" during a mailing to Council, we will be able to answer "a lot less than we used to".

Gordon Piché

# Combien d'arbres cette fois-ci?

Au moment d'assembler l'énorme quantité de documents servant aux assemblées du Conseil de l'ACPU, on entend souvent la blague suivante: "Je me demande combien d'arbres nous avons tué cette fois-ci?". La question est peut-être posée sur le ton de la plaisanterie mais, si l'on tient compte du fait que 209,500 feuilles de papier ont été utilisées pour la dernière assemblée du Conseil, elle mérite réflexion.

On a dit que l'environnement était l'enjeu des années 1990. Il ne fait pas de doute que chaque habitant de la planète y fait carrément face et qu'il faut s'en occuper. Nombre de personnes sont effrayées par l'ampleur planétaire du problème. La dégradation de nos eaux, de notre air et de nos forêts peut sembler irréversible. La solution? Il n'y a pas de réponse simple. Un délégué de Globe 90, un congrès sur l'environnement et un salon du commerce tenu à Vancouver en mars, a déclaré: "Nous devrions apprendre que nous avons besoin d'une autre sorte de société". Cette déclaration et d'autres du même genre révèlent que le problème est vraiment planétaire et que

la destruction des forêts pluviales des pays tropicaux, par exemple, est autant notre problème que le leur.

Les initiatives de nombreux groupes environnementaux locaux et de particuliers peuvent sembler minimes et insignifiantes en soi. La devise des trois des protecteurs de l'environnement, réduire, ré-utiliser et recycler, qui signifie qu'il faut éviter l'emploi de contaminants dangereux pour l'environnement, et d'autres solutions aux habitudes auparavant acceptables, n'en est qu'à ses premiers balbutiements. Cependant, si tout le monde se met à penser globalement et à agir logiquement en traitant son foyer avec le respect qu'il mérite, on aura fait quelques progrès.

A sa façon, l'ACPU se dirige bien modestement vers cet objectif. En effet, à partir du présent numéro, le BULLETIN sera imprimé selon la méthode «Enviroprint». Il s'agit d'un procédé d'imprimerie que la compagnie Performance Printing, de Smith Falls en Ontario, avec laquelle nous faisons affaire depuis de nombreuses années, a mis au point au cours de

la dernière année. L'imprimeur utilise du papier recyclé, de l'encre végétale, des cordes en fibres naturelles, du ruban adhésif non blanchi enduit de colle végétale, des boîtes recyclées en carton ondulé. Dans le cadre du service, la compagnie a rédigé une déclaration-choc (voir ci-contre) pour comparer la méthode Enviroprint aux méthodes traditionnelles d'imprimerie. Vous constaterez que les conséquences ne sont pas du tout sans importance.

Au cours des prochains mois et des prochaines années, l'ACPU continuera de chercher des moyens de montrer qu'elle est sensible à l'environnement. Le personnel de l'ACPU a déjà mis sur pied un programme de recyclage de papier fin au sein du bureau. Alors que les réserves actuelles diminuent et que le papier vierge sera possiblement remplacé par des variétés recyclées, nous entendons peut-être la réponse suivante la prochaine fois que nous nous demanderons combien d'arbres nous avons tués au moment d'un envoi du Conseil: «beaucoup moins qu'avant».

Gordon Piché

## CAUT ENVIRONMENTAL IMPACT STATISTICS

By changing to recycled paper, CAUT will be making a direct, positive impact on the environment. Over the course of one year, the Caut Bulletin consumes about 40 tons of paper. Compared to using virgin paper, Caut will;

- Save 680 trees
- Save 164,080 Kwh of electricity, enough to provide hot water for one year to 30 average families of 4
- Save 1,059,880 litres of water, enough for 14,131 showers
- Reduce air pollution by 1,080 Kg
- Reduce land fill usage by 91.6 cubic metres, about 20 dumpsters full.

## ACPU

## EFFETS SUR L'ENVIRONNEMENT: STATISTIQUES

En se convertissant au papier recyclé, l'ACPU aura une influence directe et positive sur l'environnement. Pendant une année, le Bulletin de l'ACPU consomme plus de 40 tonnes de papier. Par rapport à l'emploi de papier vierge, l'ACPU

- sauvera 680 arbres
- économisera 164 080 kwh d'électricité, assez pour approvisionner en eau chaude 30 familles moyennes de 4 personnes pendant un an
- économisera 1 059 880 litres d'eau, assez pour 14 131 douches
- réduira la pollution de l'air de 1 080 kg
- réduira de 91,6 mètres cubes l'usage de terrain d'enfouissement, environ 20 benes pleines.





## President's message/Le mot du président

### The continuing saga of copyright reform

A major initiative of the first Mulroney government was the reform of Canada's copyright law. There was little question that an overhaul of the legislation was long overdue. CAUT took an active interest in the proposed reforms. The major problem with the government's initial plan was that it did not have a complete reform package in hand. This deficiency continues to haunt both creators and users of copyright material.

The government did have a good grasp of the evolution of intellectual property over the period since the then existing law had been enacted and was, therefore, ready to proceed with a new definition of copyright to better protect the basic rights of creators. What the government did not have was a clear mind as to what properly constituted fair use of copyrighted material in the absence of a specific license or as to what were appropriate public interest exemptions from the strict rights of the copyright holder. These are commonly referred to as the rights of users. There were also a number of other aspects of the law in need of updating on which the government needed to do further work. While the missing reforms are largely

concerned with defining the rights of users, they are equally of concern to creators. Without a clear definition of the boundary between the protection of the creator and the fair use of material by the consumer, both parties are left uncertain of their rights. CAUT members are, individually and collectively, heavily involved in both the creation and use of copyrighted material.

After some initial hesitation, CAUT endorsed the government's reform strategy - to enact the redefinition of copyright and update the legal protection of copyright first and then proceed with consultations over the balance of needed reforms and appropriate legislation at the earliest possible date. These became what are referred to as Phase I and Phase II of copyright reform. CAUT's endorsement was based largely on the commitment of the then Minister of Communications, Flora MacDonald, to proceed with Phase II in a timely manner. Phase I came into law early in 1988.

The commitment of Ms. MacDonald was met in so far as she personally was concerned. Consultation proceeded into the summer of 1988 and a substantial consensus was reached on the definition

of fair use and public interest exceptions to copyright, primarily education and library provisions. Then came the election of 1988. Following Ms. MacDonald's defeat, copyright reform became the responsibility of a new Minister, Marcel Masse.

Exactly what is Mr. Masse's position on copyright, CAUT does not know. We have not yet been able to gain an audience with him, in spite of repeated requests during the past year. The actions of the Department of Communications during his term as Minister, however, have left us disconcerted and frustrated. There have been repeated assurances that the introduction of Phase II is imminent, but no legislative proposals have appeared even though we are now into the third year since Phase I was enacted. There has been a complete turnover in the Departmental staff responsible, and in some cases positions have turned over more than once.

Although the inscrutable functioning of bureaucracy leaves much the same uncertainty about what is really going on as there is about the position of the Minister, it is obvious that the original commitment to proceed with Phase II

as quickly as possible is not being carried out. While there have been indications that the real problem lies with some of the other issues, and not with the education and library provisions, there is no evidence that the bureaucracy has been working assiduously to resolve these other issues.

Recent correspondence indicates that the government has just launched a new review process which will take a year (at the least presumably), although there have been assurances that the government does not mean by this to go back

See "saga" p. 4



Robert W. Kerr  
President/Président

### La réforme du droit d'auteur: une saga perpétuelle

Lors de son premier mandat, le gouvernement Mulroney a entrepris une initiative importante, celle de réformer la loi canadienne sur le droit d'auteur. Nul doute que cette réforme de la loi se faisait attendre depuis longtemps. Un problème majeur se posait toutefois car le gouvernement, dans son projet original, ne proposait pas de réforme complète. Cette lacune continue de hanter tant les créateurs que les utilisateurs d'oeuvres protégées par un droit d'auteur.

Le gouvernement a très bien compris l'évolution de la propriété intellectuelle depuis la promulgation de la loi existante. Il était donc disposé à adopter une nouvelle définition du droit d'auteur pour mieux protéger les droits fondamentaux des créateurs. Il ne semblait pas bien comprendre, cependant, ce en quoi consistait l'utilisation équitable d'oeuvres protégées par un droit d'auteur en l'absence de permis précis ou ce qu'étaient des exemptions appropriées d'intérêt public du point de vue des droits stricts des titulaires de droit d'auteur. Il s'agit habituellement des droits des utilisateurs. En outre, il fallait que le gouvernement se penche davantage sur de nombreux autres aspects de la loi ayant besoin d'une mise à jour.

Alors que les modifications man-

quantés portent principalement sur la définition des droits des utilisateurs, elles touchent également les créateurs. Si l'on ne définit pas avec netteté les limites entre la protection des créateurs et l'utilisation équitable des oeuvres par les consommateurs, les deux parties vivront dans l'incertitude quant à leurs droits. Individuellement et collectivement, les membres de l'ACPU participent étroitement à la création et à l'utilisation d'oeuvres protégées par un droit d'auteur.

Après quelques premières hésitations, l'ACPU a approuvé la stratégie du gouvernement en matière de réforme visant d'abord à promulguer la nouvelle définition du droit d'auteur et à mettre à jour la protection légale du droit d'auteur. Le gouvernement devait ensuite faire des consultations au sujet du reste des réformes nécessaires et d'une loi appropriée le plus tôt possible. Ces étapes sont devenues ce qu'on appelle la Partie I et la Partie II de la réforme du droit d'auteur. Dans une large mesure, l'ACPU a approuvé cette stratégie en se fiant à l'engagement de la ministre des Communications de l'époque, soit Mme Flora MacDonald, à traiter de la Partie II au moment opportun. La Partie I a eu force de loi au début de 1988.

Mme MacDonald a respecté son engagement dans la mesure où elle était

personnellement intéressée. Des consultations ont eu lieu au cours de l'été 1988 qui ont abouti à un consensus important sur la définition de l'utilisation équitable et des exceptions d'intérêt public pour le droit d'auteur, principalement des dispositions relatives à l'éducation et aux bibliothèques. Puis, il y a eu les élections de 1988. Après la défaite de Mme MacDonald, la réforme du droit d'auteur a été confiée à un nouveau ministre, M. Marcel Masse.

L'ACPU ne sait pas exactement quelle est la position de M. Masse sur le droit d'auteur. Nous n'avons pas encore réussi à obtenir un entretien avec lui même si nous en avons maintes fois fait la demande. Cependant, les gestes du ministère des Communications depuis qu'il en est aux commandes, nous déconcertent et nous frustreront. On nous a assurés à maintes reprises l'imminence de l'introduction de la Partie II. Toutefois, aucun projet législatif n'a été déposé depuis l'adoption de la Partie I. Il y a trois ans. Le personnel du ministère, responsable du projet de loi, a été complètement modifié. Dans certains cas, on a eu plusieurs titulaires pour le même poste.

Bien que le fonctionnement impénétrable de la bureaucratie laisse autant d'incertitude sur ce qui se passe réellement que sur la position du

ministre, il est évident que l'engagement première de promulguer la Partie II aussi vite que possible n'est pas respecté. Bien que l'on ait laissé entendre que c'étaient certaines des autres questions qui posaient le véritable problème et non les dispositions touchant l'éducation et les bibliothèques, rien ne prouve que les bureaucrates ont travaillé assidûment au règlement de ces questions.

D'après la correspondance reçue récemment, il semble que le gouvernement vienne juste d'entreprendre un nouvel examen qui durera vraisemblablement, au pire, un an. Le gouvernement nous a toutefois assurés que son entreprise ne signifiait pas qu'il retournait à la case départ quant aux dispositions relatives à l'éducation et aux bibliothèques. On a laissé entendre que la Partie II était maintenant d'une certaine manière liée aux négociations de l'Accord général sur les tarifs douaniers et le commerce, ce qui ne nous encourage guère à espérer un dénouement hâtif de la réforme du droit d'auteur.

La simple vérité est que, judiciairement, les chercheurs, les bibliothécaires et les éducateurs de tous les niveaux se retrouvent dans l'incertitude à cause de

Voir "réforme" à la p. 4



# Nouvelles brèves du Québec

De toutes les universités francophones au Québec, l'Université de Sherbrooke est celle qui s'est le plus distinguée en matière de recherche scientifique. C'est ce que révèle une analyse des 16 universités canadiennes disposant de facultés de médecine, effectuée par l'organisme américain Science Watch. Basé à Philadelphie, cet organisme publie une circulaire sur les tendances et les réalisations en matière de recherche de base.

Après avoir dépouillé les principaux journaux scientifiques et inventorié les articles écrits par les membres de chaque université entre 1973 et 1988, Science Watch a vérifié leur valeur scientifique en dénombrant les fois où ils furent cités en référence dans ces mêmes journaux.

Durant la période de 15 ans, pour l'ensemble des universités québécoises, l'Université McGill fut la plus productive. Elle a publié 15 471 articles cités près de 212 000 fois. Elle fut suivie par l'Université de Sherbrooke, la plus productive de toutes les universités francophones du Québec.

Lorsque l'étude a porté sur la période allant de 1981 à 1988, l'Université de Sherbrooke a fait un bond, passant de la 10<sup>e</sup> place à la 6<sup>e</sup> place pour l'ensemble du Canada en ce qui a trait au nombre de citations, alors que l'Université Laval passait de la 16<sup>e</sup> à la 11<sup>e</sup> place et l'Université de Montréal de la 11<sup>e</sup> à la 9<sup>e</sup> place. Ce progrès serait dû à la spécialisation de l'Université de Sherbrooke dans certains domaines et au recrutement de scientifiques étrangers pour les spécialités en question (Le Devoir, le 2 août 1990).

## FORUM (Université de Montréal)

Lors de la collation des grades, l'Université de Montréal décernait, en présence du chancelier de l'Université, M. Claude Castonguay, du modérateur des Facultés ecclésiastiques et archevêque de Montréal, Mgr Jean-Claude Turcotte, et du recteur, M. Gilles Cloutier, un diplôme de doctorat à 216 étudiants, dont 71 femmes et 145 hommes. Cette année, sur un total de 6 845 diplômes, 4 820 ont été décernés à des étudiants de premier cycle (2 691 femmes et 2 129 hommes) et 1 809 à des étudiants de deuxième cycle (913 femmes et 896 hommes).

Lors de cette cérémonie, cinq doctorats honoris causa ont été décernés. Les premiers, à mesdames Liliane Macdonald Stewart, présidente de la fondation Macdonald Stewart, et Moyra Allen, professeure émérite en sciences infirmières de l'Université McGill. Les trois autres, à messieurs Sidney Altman, professeur de biologie à l'Université Yale et Prix Nobel de chimie (1989), Louis Siminovitch, professeur à l'Université de Toronto au Département de génétique médicale, biophysique et pédiatrie et Alain Touraine, sociologue et fondateur de Centre d'analyse et d'intervention sociologique (CADIS).

## UQAM (Université du Québec à Montréal)

Deux étudiants et un diplômé du Département d'études littéraires de

l'Université du Québec à Montréal viennent de recevoir d'importants prix. Louis Hamelin, étudiant à la maîtrise en études littéraires, a remporté le Prix du Gouverneur général pour son roman, *La Rage*, publié chez Québec-Amérique. Pierre Brouillette, étudiant au doctorat en sémiologie a obtenu la Médaille du mérite, décernée par le Marshall McLuhan Center on Globe Communications. Et Jean Fontaine, diplômé en études littéraires (maîtrise) a remporté le prix Robert Cliche pour son roman *Les lièvres de Saint-Giron*.

D'autre part, l'UQAM offre depuis septembre, une formation de base en études féministes, par le biais d'une concentration (6 cours ou 18 crédits). Madame Anita Caron, responsable de la concentration indique que ce programme permettra l'acquisition de connaissances théoriques, méthodologiques et épistémologiques qui ouvriront la voie à une spécialisation dans ce domaine particulier.

## Au fil des événements (Université Laval)

Le Centre interuniversitaire de recherche sur les populations (SOREP) et le Centre de recherche en droit public de l'Université de Montréal (CRDP) ont conclu un accord de coopération qui permettra la réalisation de recherches conjointes sur des problèmes reliés au droit et à la génétique.

En effet, les recherches menées par SOREP, organisme pluridisciplinaire

issu d'une entente de coopération entre l'Université du Québec à Chicoutimi, l'Université Laval et l'Université McGill, soulèvent des problèmes reliés au droit et à l'éthique. Entre autres, l'exploitation du fichier BALSAC permettant la reconstruction d'histoires familiales et de généalogies, donne accès à des données confidentielles. Aussi, l'association avec le CRDP est-elle devenue nécessaire.

Ce dernier analysera les nouvelles situations de droit créées par les travaux de SOREP et établira des normes pour les régir. L'entente prévoit aussi des projets de recherche conjoints concernant l'épidémiologie génétique, l'ADN et les droits de la personne, ainsi que l'application du génie génétique aux populations et aux individus.

## The Reporter (Université McGill)

Trois professeurs de Droit de l'Université McGill, Stephen Scott, John Humphrey et Julius Grey, ainsi qu'un ancien étudiant et chef du Parti égalité, M. Robert Libman, ont formé le Comité de travail sur le fédéralisme.

Selon M. Libman, l'objectif premier du Comité, qui sera composé de 20 à 30 personnes d'origines ethniques et d'affiliations politiques variées, fera la promotion du fédéralisme au Québec. Le Comité n'a pas été mis sur pied pour faire opposition à la Commission Bourassa-Parizeau, précise-t-il. D'ailleurs, l'un des quatre députés du Parti égalité serait susceptible d'être

nommé membre de la Commission.

Les revendications fondamentales formulées à ce jour par le Comité concernent les dispositions de la Charte canadienne des droits et libertés. M. Libman est d'avis que ces dispositions ne peuvent être transgressées (par le biais de la clause nonobstant par exemple). De plus, le Comité se propose d'examiner toutes les options fédéralistes, conscient que le statu quo est inacceptable pour la majorité des Québécois.

Les associations étudiantes en lutte contre la hausse des frais de scolarité

Quelques 50 étudiants provenant d'une douzaine d'associations se sont réunis au cours du mois d'août à Montréal, pour orchestrer leur lutte contre le dégel des frais de scolarité. Gelés depuis plus de vingt ans à 540 \$, les frais passeront cette année à 890 \$, puis à 1 240 \$ en 1991.

Les associations de l'UQAM et de Concordia ont déjà décidé de boycotter le paiement des frais de scolarité, dès la rentrée. Les étudiants de l'Université de Montréal songent à leur emboîter le pas. Une journée de grève et de manifestations est prévue pour le 25 septembre, jour anniversaire de l'élection du Parti libéral. Une réunion nationale du mouvement étudiant (ANEEQ et FEEQ) se tiendra après la manifestation afin d'évaluer la pertinence d'une grève et d'élaborer une stratégie pour les mois à venir (Le Devoir, le 13 août 1990).

Marie Le Comte

## Saga

Continued from page 3

to square one on the education and library provisions. There has been a suggestion that Phase II is now somehow linked to negotiations concerning the General Agreement on Tariffs and Trade - hardly an encouragement that we can expect an early conclusion to copyright reform.

The simple truth is that the failure of the federal government to proceed with Phase II of copyright reform leaves researchers, librarians, and educators at all levels in a state of legal limbo. As a result, earlier this year CAUT felt compelled to urge provincial ministers of

education and post-secondary education not to proceed with negotiation of copyright agreements until the government makes clear what the legal rules are by introducing Phase II. While agreements negotiated now would serve the short-term objective of providing some protection against the existing uncertainty, they would run the risk of prejudicing the rights of both creators and users under the legislation in the long run.

If indeed the government does not intend to renege from the substantial consensus that was reached over education and library provisions some two years ago, there is an obvious solution. The government can again sub-divide the reform process and introduce a Phase II dealing with these provisions.

The remaining reforms, which appear to be giving continuing difficulty, and any implications resulting from the GATT talks can be dealt with later as Phase III. Under such a plan, there is no reason why the education and library provisions could not be introduced to Parliament when it resumes sitting this fall and these provisions could become law this year.

On behalf of CAUT, I have already proposed this approach to Mr. Masse and I have been asking provincial ministers responsible for education for their support. I would also encourage individuals concerned about the continuing state of uncertainty over copyright to urge this solution upon their local members of Parliament.

## Réforme

Suite de la page 3

l'inertie du gouvernement face à la réforme de la Partie II du droit d'auteur. En conséquence, l'ACPU s'est vu contrainte, il y a quelques mois, de presser les ministres provinciaux de l'éducation et de l'enseignement postsecondaire de ne pas négocier d'ententes sur le droit d'auteur tant que le gouvernement fédéral n'aurait pas établi clairement les règles légales en introduisant la Partie II. Bien que les ententes déjà négociées servent à court terme à fournir une protection contre l'incertitude actuelle, elles risquent toutefois, à long terme, de porter pré-

judice aux droits des créateurs et des utilisateurs en vertu de la loi.

Si, de fait, le gouvernement n'a pas l'intention de manquer à sa parole quant à l'important consensus atteint il y a deux ans au sujet des dispositions relatives à l'éducation et aux bibliothèques, il existe une solution évidente. En effet, le gouvernement peut encore sous-diviser la réforme et introduire une deuxième partie qui traite de ces dispositions. Le reste de la réforme, qui semble continuellement poser des problèmes, et les conséquences découlant des pourparlers du GATT, pourraient être traités plus tard dans une

troisième partie. De cette façon, il n'y aurait aucune raison d'empêcher l'introduction au parlement des dispositions relatives à l'éducation et aux bibliothèques à la reprise des travaux parlementaires à l'automne. Les dispositions pourraient être légiférées cette année.

J'ai déjà proposé cette solution à M. Masse au nom de l'ACPU. J'ai également demandé aux ministres provinciaux responsables de l'éducation de l'appuyer. J'encourage aussi toutes les personnes touchées par la situation toujours incertaine du droit d'auteur de la recommander fortement à leur député fédéral.



# Copyright Reform: Time for a New Phase

In a recent letter to Marcel Masse, federal Minister of Communications, CAUT has requested a meeting with the Minister to discuss a new proposal for getting the process of copyright reform back on track. The progress of reform has been stalled on a so-called Phase II that would fill in numerous gaps left by the basic new copyright law passed by Parliament in 1988 (Phase I). CAUT's proposal would see the reforms that remain necessary divided into two parts - Phase II to deal with provisions for education and library purposes, and Phase III to deal with other issues left unresolved in the original legislation.

Substantial agreement on what the education and library provisions should contain was reached in a consultative

process involving Ministry officials and interested groups approximately two years ago. Since then, not only has the Minister changed, but also there has been at least one complete turnover in officials in the department concerned with the copyright legislation. Under increasing pressure to get on with the task of copyright reform, the Minister's office recently announced that it had launched a complete review of copyright proposals which was expected to report in a year's time.

At its May meeting, the CAUT Council endorsed the proposals agreed upon during the 1988 consultations as the basis for further lobbying on copyright. When the year long review process was subsequently announced, CAUT

immediately protested that this would threaten the consensus on education and library provisions already reached. In response, there have been assurances from the department that there was no intention to renege from the position that had been reached through the consultative process. In light of this, the proposal to get on with actual legislation on education and library issues seems the only logical step.

In addition to writing the Minister, CAUT has been urging provincial education ministers to support the Phase II/Phase III proposal. This follows up an earlier campaign organized in co-operation with provincial faculty associations to seek the assistance of provincial ministers in lob-

bing the federal government on copyright reform. Several of the provincial ministers responded favourably to that initiative. The educational community will be watching with interest for the response of the provincial politicians to the new plan of action for phasing in copyright reform.



Marcel Masse  
Communications

## La réforme du droit d'auteur: Il est temps d'adopter une nouvelle partie

Dans une lettre adressée récemment à M. Marcel Masse, le ministre fédéral des Communications, l'ACPU lui a sollicité un entretien dans le but de discuter d'une nouvelle proposition pour ramener le processus de la réforme du droit d'auteur à l'ordre du jour. La réforme est bloquée à la partie II qui était censée combler les nombreuses lacunes de la partie I, la nouvelle loi sur le droit d'auteur adoptée par le Parlement en 1988. La proposition de l'ACPU divise les réformes demeurant nécessaires en deux parties: la partie II traiterait des dispositions relatives à l'éducation et aux bibliothèques et la partie III traiterait d'autres questions laissées sans solution dans la première loi.

Une consultation à laquelle ont participé des hauts fonctionnaires du

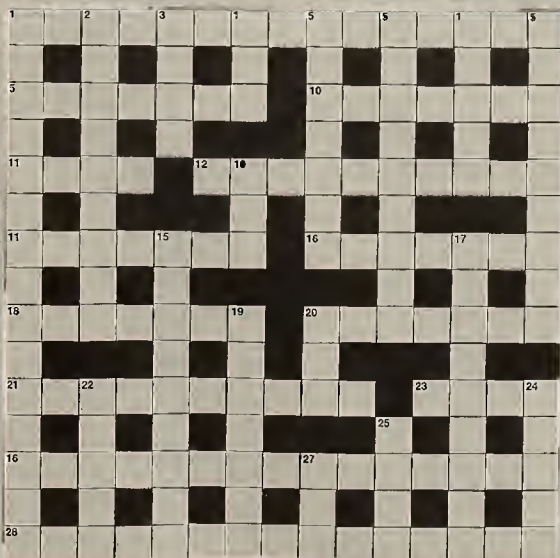
ministère et des groupes intéressés il y a environ deux ans a permis d'en arriver à une entente substantielle sur le contenu des dispositions en matière d'éducation et concernant les bibliothèques. Depuis, le ministère non seulement a-t-il changé de ministre, mais il a vu une modification complète du personnel de hauts fonctionnaires de la division de la loi sur le droit d'auteur. Faisant face à des pressions croissantes pour se remettre à la réforme du droit d'auteur, le bureau du ministre a annoncé récemment qu'il avait entrepris un examen complet des propositions relatives au droit d'auteur et dont il devrait faire rapport dans un an.

A son assemblée de mai, le Conseil de l'ACPU a approuvé les propositions convenues pendant les consultations de 1988 qui serviront à exercer d'autres

pressions sur le droit d'auteur. Lorsque le gouvernement a ensuite annoncé cet examen d'un an, l'ACPU a aussitôt élevé des protestations, prétextant que cette mesure menacerait le consensus déjà établi sur les dispositions relatives à l'éducation et aux bibliothèques. Le ministère a répondu en assurant qu'il n'avait pas l'intention de revenir sur la position obtenue à la suite du consensus. Il semble donc que la proposition de remettre la présente loi sur le métier en ce qui concerne les questions touchant l'éducation et les bibliothèques soit la seule démarche logique.

En plus d'écrire au ministre, l'ACPU a pressé les ministres de l'éducation provinciaux d'appuyer le projet de partie II et III. Cette recommandation suit une campagne organisée antérieurement en collaboration avec les associations pro-

vinciales de professeurs dans le but d'obtenir l'aide des ministres provinciaux dans les pressions exercées auprès du gouvernement fédéral sur la réforme du droit d'auteur. Plusieurs des ministres provinciaux ont répondu positivement à cette initiative. Le monde de l'éducation suivra avec intérêt la réaction des politiciens provinciaux face au nouveau plan d'action de la réforme graduelle du droit d'auteur.



## CROSSWORD

### Across

1. Liberty only in theory? Surely not, for CAUT members! (8,7)
9. The tale of a runner. (7)
10. Olympic 21. (7)
11. River which ran in Israel before creation. (4)
12. Obeys curse—in a handbasket? (4,2,4)
14. 21 for chess pieces. (7)
16. Compiler's watch is behind time after article to hit their legs perhaps. (4,3)
18. Quarter organ stop is the closer of the two! (4,3)
20. Outlet not found on the Isle of Wight (7)
21. You, we hear, in CAUT. (10)
23. Rub back right till it's rough and prickly. (4)
26. You take horse after fashionable murder. (7)
27. A dial for sound or your thumbs if bored. (7)
28. CAUT inner scales (anag.) — part of May's responsibility. (7,8)

### Down

1. Time after short commercial for observation. (5)
2. Cat has a BA for 21. (9)
3. Oriental hideout is paradise. (4)
4. Was certainly used by Olympians at 10! (3)
5. Purple, white red of pink. 8 perhaps. (7)
6. No mad earl to make a Saxon chief. (9)
7. Cover copy covered by doctor. (5)
8. Pilgrim transport might blossom. (9)
13. Small works or brief operations. (3)
14. Ban taunts for this region of South Africa (9)
15. Too enthusiastic? Exactly — super keen. (9)
17. Incomplete conjecture on small document. Local area network over part of France. (9)
19. This you can in prison or by magic. (2,5)
20. European GST for wine? (3)
22. In it with union for native people. (5)
24. Dances and staggers. (5)
25. sounds like the ceremony is appropriate. (4)
27. Nail, we hear, is centre of game. (3)



# The Librarians Committee Column

The last formal meeting of the Librarians Committee took place in March. Since then members have discussed a number of matters by telephone and through that marvel of electronic communication - the FAX machine.

## Librarians Conference

The major and ongoing efforts of the Committee have been directed toward finalizing the first CAUT Librarians Conference: "The Academic Partnership", to be held at the Westin Hotel in Ottawa, November 23-25, 1990. Susannah Denyer (Queen's) is the Local Conference Coordinator, ably assisted by Bob Moore and Lynn Braun from the CAUT office. Each member of the Committee has assumed responsibility for convening at least one session. Information has been sent to all local and provincial association presidents and treasurers.

We are both excited and pleased about the forthcoming conference. With sessions on such diverse topics as workload, research, bargaining units and retirement options, there should be

something of interest for all. We encourage both librarians and those who bargain on their behalf to be a part of this event.

## Release Time

In 1987 the Librarians Committee became a Standing Committee of CAUT Council thus joining the AF&T and Status of Women Committees. Since then successive chairs of the Librarians Committee have felt the increasing demands of the position and the substantial increase in commitments particularly in carrying forward the work of the Committee between scheduled meetings.

Early this year the Committee made its concerns known to the Ad Hoc Committee on Release Time Funds. I am pleased to report that at May Council, the recommendations of the Ad Hoc Committee were accepted and one unit of RTE has been set aside for the person chairing the Librarians Committee.

## Ethics

The Librarians Committee has studied the *Policy Statement on Professional Ethics and Professional Relationship*,

and sought to have issues of concern to librarians integrated into the *Guidelines*. This has been done, and at May Council the Chair of AF&T introduced the draft revision of the *Policy*. We look forward to the outcome.

## CLA Conference

Several members of the Committee plus Bob Moore met in June during the 45th annual conference of the Canadian Library Association in Ottawa. The conference is a large one, with over 150 events covering topics of interest to all types of libraries. Many of us attended or participated in sessions sponsored by the Canadian Association of College and University Libraries (CACUL). There is a significant membership overlap between CACUL and CAUT which can and often does lead to cooperative efforts on a number of fronts.

In my capacity as Chair of the Librarians Committee I was invited to attend CACUL's executive meeting at which they were to consider the joint *CACUL/CAUT Guidelines for the Appointment and Review of Chief*

*Librarians*. Regrettably time constraints were such that I could not attend so Bob Moore went as a resource person. CACUL decided not to proceed with the assessment of the document. Consequently, I will bring the matter to our November meeting for a decision as to how we will proceed on the matter.

## Changes

The composition of the Committee changed in May. Council accepted the Committee's recommendations and appointed Jim Brett (Guelph) and Ruth Sheeran (Bishop's) to fill the vacancies left by the departure of two members whose terms have expired. Continuing members are Susannah Denyer (Queen's), John Murchie (NSCAD), Marc Richards (McGill - FAPUQ Representative), and Nora Robins (Calgary - Chair). The Committee extends its sincere thanks to outgoing members Carol Mailey (McGill) and Eileen Goltz (Laurentian) for their dedicated and effective involvement in the work of the Committee.

Nora D.S. Robins  
Chair, Librarians Committee

## Chronique du Comité des bibliothécaires

La dernière réunion officielle du Comité des bibliothécaires a eu lieu en mars. Les membres ont depuis discuté d'un certain nombre de questions au téléphone et au moyen du télécopieur, cette merveille de la communication électronique.

## Colloque des bibliothécaires

Le travail du comité a surtout consisté à mettre la dernière main au premier colloque des bibliothécaires membres de l'ACPU sur le thème «La solidarité universitaire», qui se tiendra à l'hôtel Westin d'Ottawa, du 23 au 25 novembre 1990. Susannah Denyer, de l'Université Queen's, est la coordinatrice locale du colloque et est habilement aidée de Bob Moore et de Lynn Braun du secrétariat de l'ACPU. Chaque membre du comité a assumé la responsabilité d'animer au moins une séance. Nous avons envoyé les renseignements nécessaires à tous les présidents et trésoriers des associations locales et provinciales.

Nous sommes à la fois excités et heureux de la tenue de ce colloque. Tous les délégués devraient y trouver quelque chose qui les intéresse avec des séances portant sur divers sujets, notamment la tâche, la recherche, les unités de négociation et les options de retraite. Nous invitons les bibliothécaires et les personnes qui négocient en leur nom de participer à cet événement.

## Dégagement

En 1987, le Comité des bibliothécaires est devenu un comité permanent du Conseil de l'ACPU à l'instar du CLUPE et du Comité du statut de la femme. Depuis, les personnes qui se sont succédées à la présidence du Comité des bibliothécaires ont constaté que le poste était de plus en plus exigeant et que les engagements s'étaient accrus. Les

présidents, en particulier, doivent poursuivre les travaux du comité entre les réunions prévues.

Plus tôt au cours de l'année, le comité a fait part de ses préoccupations à ce sujet au comité spécial responsable des fonds de dégagement. Je suis heureuse d'annoncer que, lors de l'assemblée du Conseil en mai, les recommandations du comité ont été acceptées et une unité des fonds de dégagement a été réservée pour la personne présidant le Comité des bibliothécaires.

## Ethique

Le Comité des bibliothécaires a étudié l'Énoncé de principes sur l'éthique professionnelle et les relations professionnelles et s'est efforcé de faire intégrer dans l'énoncé des éléments intéressants les bibliothécaires. C'est maintenant chose faite et, lors de l'assemblée de mai du Conseil, le président du CLUPE a présenté la version révisée de l'énoncé. Nous attendons avec intérêt les résultats. Congrès de la CLA

Plusieurs membres du comité ainsi que Bob Moore se sont rencontrés en juin au 45e congrès annuel de la Canadian Library Association à Ottawa. Le congrès attire un grand nombre de délégués et offre plus de 150 activités touchant des sujets qui intéressent tous les genres de bibliothèques. Nous sommes plusieurs à avoir assisté ou participé à des séances organisées par l'Association canadienne des bibliothèques de collèges et d'universités (ACBCU). Un grand nombre de membres de l'ACBCU sont également membres de l'ACPU ce qui peut entraîner, et c'est ce qui arrive bien souvent, des projets de collaboration entre les deux associations pour de nombreuses questions.

En tant que présidente du Comité des bibliothécaires, l'ACBCU m'a invitée à

assister à une réunion de son comité de direction à l'occasion de laquelle il devait se pencher sur l'énoncé de principes conjoint de l'ACBCU et de l'ACPU sur la nomination et l'évaluation des bibliothécaires en chef. Malheureusement, en raison de contraintes de temps, je n'ai pu assister à la réunion et j'y ai délégué Bob Moore à titre de personne ressource. L'ACBCU a décidé de ne pas poursuivre l'étude du document. En conséquence, je soulèverai la question à notre réunion de novembre pour que nous décidions de la marche à suivre à ce sujet.

## Modifications

La composition du comité a été modifiée en mai. Le Conseil a accepté

les recommandations du comité et a nommé Jim Brett (Guelph) et Ruth Sheeran (Bishop's) aux postes devenus vacants à la suite du départ de deux membres dont le mandat avait pris fin. Les autres membres sont Susannah Denyer (Queen's), John Murchie (NSCAD), Marc Richard (McGill - représentant de la FAPUQ) et Nora Robins (Calgary - présidente). Le comité remercie sincèrement les membres sortants, soit Carol Mailey (McGill) et Eileen Goltz (Laurentienne), pour leur engagement dévoué et efficace dans les travaux du comité.

Nora D.S. Robins  
Présidente, Comité des bibliothécaires

## Solution to June's Crossword

### ACROSS

1. Waterloo
5. Guelph
9. I miss you
10. Laskin
12. Ergot
13. All is calm
14. On one hand
17. Atrocious
21. Invention
23. Gerry
24. Ogress
25. Speakers
26. Averse
27. In a dress

### DOWN

1. Weiner
2. Twinge
3. Rushton
4. Onomatopoeia
6. Urals
7. Like a bat
8. Handmade
11. Allows an open
15. Manitoba
16. Traverse
18. England
19. Grieve
20. Byssus
22. Nests



# Librarians Conference/Colloque des bibliothécaires

*Le programme ci-dessous touche à une gamme de problèmes urgents pour les universitaires.*

## PROGRAMME

### La solidarité universitaire

*Le vendredi 23 novembre:*

18 h à 20 h Inscription  
20 h Le colloque débute par l'allocation de Rita Vine, de Calgary. Il sera suivi d'un bar payant et d'une réception où seront servis des hors-d'œuvre.

*Le samedi 24 novembre:*

8 h à 10 h Inscription  
9 h à 10 h 15 Première séance plénière:

*La tâche* — Joy Bennett (Concordia)

10h 15 à 10 h 45 Pause café  
10 h 45 à 12 h Deuxième séance plénière:

*La recherche* — Ashley Thomson (Laurentienne) et Loren Singer (Concordia)

12 h à 14 h Pause repas  
14 h à 15 h 15 Troisième séance plénière:

*Les évaluations: les promotions et la permanence* — Dennis Felbel (Manitoba)

15 h 15 à 15 h 45 Pause café  
15 h 30 à 16 h 45 Séances simultanées:

*La retraite* — Ruth Leslie (Windsor)

*Le perfectionnement professionnel* — Dorothy Milne (Memorial)

*L'union des professeurs et des bibliothécaires en une seule unité de négociation* — Joyce Lorimer et John McCallum (Wilfrid Laurier)

16 h 45 à 17 h Résumé des séances simultanées

17 h Ajournement

*Le dimanche 25 novembre:*  
9 h à 10 h 15 Séances simultanées:

*Les questions reliées aux sexes* — à déterminer

*Questions actuelles* — Marilyn Rennick, présidente CASLIS

*L'état d'universitaire et de professeur* — Eileen Goltz (Laurentienne)

10 h 15 à 10 h 30 Résumé des séances simultanées

10 h 30 à 11 h pause café

11 h à 12 h Quatrième séance plénière

*Un rapport sur les questions découlant du colloque* — John Murchie (NSCAD)

12 h Fin du colloque

*Il y aura une période de questions et de discussion à chacune des séances plénières et simultanées*

*The programme which follows covers a wide range of pressing concerns to academic staff members.*

## PROGRAMME

### The Academic Partnership

*Friday, November 23:*

6:00 to 8:00 p.m. Registration.  
8:00 p.m. The Conference opens with an address by Rita Vine of Calgary, followed by a cash bar and a reception at which finger foods will be provided.

*Saturday, November 24:*

8:00 to 10:00 a.m. Registration.  
9:00 to 10:15 a.m. First Plenary Session:

*Workload* — Joy Bennett (Concordia).

10:15 to 10:45 a.m. Coffee.  
10:45 to 12:00 a.m. Second Plenary Session:

*Research* — Ashley Thomson (Laurentian) and Loren Singer (Concordia)

12:00 to 2:00 p.m. Lunch Break.

2:00 to 3:15 p.m. Third Plenary Session:

*Evaluations: Promotions and Tenure* —

Dennis Felbel (Manitoba).

3:15 to 3:30 p.m. Coffee.  
3:30 to 4:45 p.m. Concurrent Sessions:

*Retirement* — Ruth Leslie (Windsor)

*Professional Development* — Dorothy Milne (Memorial).

*The Merging of Faculty and Librarians in a Single Bargaining Unit* — Joyce Lorimer and John McCallum,

(Wilfrid Laurier).

4:45 to 5:00 p.m. Wrap-up of Concurrent Sessions.

5:00 p.m. Adjourn for the day.

*Sunday, November 25:*  
9:00 to 10:15 a.m. Concurrent Sessions:

*Gender Issues*—T.B.A.

*Current Issues* — Marilyn Rennick, President CASLIS

*Academic and Faculty Status* — Eileen Goltz (Laurentian).

10:15 to 10:30 a.m. Wrap-up of Concurrent Sessions.

10:30 to 11:00 a.m. Coffee Break

11:00 to 12:00 p.m. Fourth Plenary Session:

*A Report on Issues Emerging from the Conference* — John Murchie (NSCAD).

12:00 noon The Conference Closes.

*There will be time for questions and discussion during each of the plenary and concurrent sessions*

## LA SOLIDARITÉ UNIVERSITAIRE UN COLLOQUE ORGANISÉ PAR LE COMITÉ DES BIBLIOTHÉCAIRES DE L'ACPU

du 23 au 25 novembre 1990  
à l'hôtel Westin d'Ottawa

### Inscription:

100,00 \$ par personne jusqu'au 15 octobre.

125,00 \$ par personne après le 15 octobre.

Les droits d'inscription sont réduits si deux personnes ou plus d'un même établissement d'enseignement s'inscrivent au colloque. Les droits seront de 75,00 \$ pour chaque délégué jusqu'au 15 octobre et de 100,00 \$ chacun après cette date.

Prière d'envoyer les inscriptions à l'adresse suivante:

*La solidarité universitaire*  
a/s ACPU

294, rue Albert, bureau 308  
Ottawa (Ontario) K1P 6E6  
À l'attention de Lynn Braun

### Hébergement:

Chambre simple ou double à l'hôtel Westin: 105,00 \$ par soir. Le partage d'une chambre réduit les dépenses.

### Repas:

Les délégués assument leurs frais de repas. De l'hôtel, une porte intérieure permet l'accès direct au Centre Rideau, un grand centre commercial, où l'on trouve de nombreux restaurants. En outre, nous fournirons une liste des restaurants de l'hôtel ou situés près de l'hôtel.

### Services de traduction:

L'interprétation simultanée sera assurée à toutes les séances plénières.

### Comptoir d'inscription:

Le comptoir sera ouvert de 18 h à 20 h le vendredi 23 novembre et de 8 h à 10 h le samedi 24 novembre.

## THE ACADEMIC PARTNERSHIP A CONFERENCE PRESENTED BY THE CAUT LIBRARIANS COMMITTEE

November 23-25, 1990  
At the Westin Hotel, Ottawa

### Registration:

\$100.00 per person until October 15.

\$125.00 per person after October 15.

A reduced registration fee will be available when two or more people register from the same institution. This will be \$75.00 for each registrant until October 15 and \$100.00 for each after October 15.

Mail Registrations to:

*The Academic Partnership,*  
c/o CAUT

294 Albert Street, Suite 308,  
Ottawa, Ontario, K1P 6E6,  
Attention: Lynn Braun.

### Accommodation:

Single or double occupancy at the Westin Hotel—\$105.00 per night. Sharing a room would reduce expenses.

### Meals:

Delegates will be responsible for their own meals. There is direct indoor access from the Westin Hotel to the Rideau Centre (a large shopping mall), where there are many restaurants. As well, a list of eating places in and near the hotel will be provided.

### Translation Services:

Simultaneous translation will be provided for all plenary sessions.

### Registration Desk:

Open 6:00 to 8:00 p.m. Friday, November 23, and 8:00 to 10:00 a.m. Saturday, November 24.

## CAUT BULLETIN

### CLASSIFIEO & DISPLAY ADVERTISING

1990/91 CLOSING DATES

ANNONCES CLASSEES — GRANDES ANNONCES  
DATES LIMITE POUR 1990/91

ISSUE NUMERO (1990)	CLASSIFIEO ANNONCES CLASSEES 12 p.m./12 h	DISPLAY GRADES ANNONCES 12 p.m./12h
OCTOBER/OCTOBRE	SEPTEMBER 10/10 SEPTEMBRE	SEPTEMBER 19/19 SEPTEMBRE
NOVEMBER/NOVEMBRE	OCTOBER 11/11 OCTOBRE	OCTOBER 19/19 OCTOBRE
DECEMBER/OCEMBRE	NOVEMBER 12/12 NOVEMBRE	NOVEMBER 19/19 NOVEMBRE
OCEMBER/OECEMBRE (1991)	NOVEMBER 12/12 NOVEMBRE 12 p.m./12 h	NOVEMBER 19/19 NOVEMBRE 12 p.m./12 h
JANUARY/JANVIER	OCEMBER 5/5 OCEMBRE	OCEMBER 7/7 DECEMBRE
FEBRUARY/FEVRIER	JANUARY 11/11 JANVIER	JANUARY 18/18 JANVIER
MARCH/MARS	FEBRUARY 8/8 FEVRIER	FEBRUARY 15/15 FEVRIER
APRIL/AVRIL	MARCH 8/8 MARS	MARCH 18/18 MARS
MAY/MAI	APRIL 10/10 AVRIL	APRIL 10/10 AVRIL
JUNE/JUIN	MAY 10/10 MAI	MAY 17/17 MAI



## Status of Women Committee Meeting

At its May meeting CAUT Council elected a new seven-member Status of Women Committee. The names and affiliations of those elected are listed below, along with the committee's purposes as set out in its recently-revised terms of reference.

The reconstituted committee held its first meeting in Ottawa July 13-15. Our objectives were: to build solid and productive working relationships; to acquaint ourselves with and take up the ongoing business of the Status of Women Committee of CAUT; and to set immediate priorities for the coming year.

Since all members were new to the committee and to each other, individual priorities and perspectives were shared. Our discussion revealed substantial commonality of purpose despite regional, scholarly and experiential differences. A list of priorities, collectively compiled, ranged from feminist scholarship in journals to positive action clauses in collective agreements, parental leave policies and benefits, human rights concerns, and campus safety for women, among many others.

Incoming SWC members were provided with a thick packet of information on existing CAUT policies on status of women concerns: childcare, sexual harassment, non-discrimination in hiring and so forth. These are the result of

much hard work by successive SWCs in the past. From our respective experience in different regions of the country, however, we concluded that the policies are more impressive in intent than in actual practice so far. The forward-looking statements of principle have too seldom been matched by substantive action on Canadian campuses. Thus the focus for this year's SWC is on *action* — developing and exchanging effective strategies for implementation — as well as on networking in the regions.

CAUT's positive action policy was adopted in 1986. This policy refers to active measures to increase the pool of women candidates for faculty positions, and to recruit and hire women into these positions. With the spotlight on diversifying the professoriat during the coming "replacement race", now is the time for pursuing this policy in a meaningful way.

As a means of forwarding local, regional and inter-regional strategizing, we are looking toward putting together a series of provincial or regional reports on action plans currently being implemented or developed on individual campuses. Also projected is a special supplement of the *Bulletin* next spring devoted to status of women issues.

Considerable work and attention at the July meeting was given to the See "SWC" p. 10

## Réunion du Comité du statut de la femme

Lors de son assemblée de mai, le Conseil a élu un nouveau Comité du statut de la femme composé de sept membres. Leur nom et l'université où elles enseignent sont énumérés ci-dessous ainsi que les objectifs du comité tels qu'ils sont énoncés dans le mandat révisé dernièrement.

Le nouveau comité a tenu sa première réunion à Ottawa du 13 au 15 juillet. Nous avions comme objectifs de nouer des liens de travail solides et productifs, de nous familiariser aux affaires du Comité du statut de la femme de l'ACPU et de les prendre en main. Nous voulions également établir les priorités immédiates pour la prochaine année universitaire.

Puisque tous les membres faisaient partie du comité pour la première fois et ne se connaissaient pas, elles ont d'abord partagé leurs priorités et leurs points de vue. Notre discussion a révélé que nous avions beaucoup d'objectifs en commun malgré la disparité régionale, notre expérience et nos disciplines d'études différentes. Nous avons dressé collectivement une liste de priorités, entre autres, des études sur les femmes dans les revues savantes aux clauses sur l'action positive dans les conventions collectives, en passant par les politiques de congés parentaux et les avantages sociaux, les préoccupations sur les droits de la personne, la sécurité

des femmes sur les campus.

On a fourni aux nouvelles membres un épais dossier d'information sur les politiques existantes de l'ACPU relatives aux préoccupations des femmes: les services de garde, le harcèlement sexuel, la non-discrimination dans l'embauche, etc. Ces politiques sont le fruit du travail acharné des comités du statut de la femme qui se sont succédés par le passé. Cependant, en comparant chacune notre expérience dans différentes régions du pays, nous avons conclu que les politiques avaient été plus impressionnantes en intention qu'en pratique jusqu'à présent. Les énoncés de principes avant-gardistes ont rarement donné lieu à des gestes substantiels dans les universités canadiennes. L'objectif principal du comité cette année est donc l'action, à savoir l'élaboration et l'échange de stratégies efficaces pour la mise en oeuvre ainsi que le travail d'équipe dans les régions.

L'ACPU a adopté en 1986 une politique sur l'action positive. Cette politique fait mention de mesures positives pour augmenter le nombre de candidates aux postes de professeures ainsi que pour recruter et embaucher des femmes à ces postes. Comme l'accent est mis sur la diversification du corps professoral pendant la "course au remplacement" qui s'en vient, il est donc temps de pour-

Voir "réunion" à la p. 15

### STATUS OF WOMEN COMMITTEE TERMS OF REFERENCE

#### Functions

- To advise the Executive Committee, Council and other CAUT committees concerning the policies of CAUT in all areas affecting women, to review proposed CAUT policies and to be prepared to review university practices and policies in terms of their implications for women.
- To encourage and facilitate exchanges of information and experience about women in universities at the local, regional, provincial and national levels.
- To receive requests from members of CAUT and to ensure that advice and assistance are made available to these members.
- To collect, analyze and disseminate any useful information on the status of women relevant to institutions of higher education.
- To gather and disseminate information on the terms and conditions of employment of academic women, with particular reference to hiring, ranking, promotion, career progress practices and employee benefits, with a view to reducing the effects of past discrimination and preventing future discrimination.
- To review and report on actions taken in universities and to the extent possible other industries to improve the status of women employees.
- To propose policy statements and guidelines to the Executive Committee and Council in areas of concern to women academics.

Approved by Council, May 1985; amended, January 1988; editorial revisions, April 1989; amended, May 1990.

### STATUS OF WOMEN COMMITTEE/ COMITÉ DU STATUT DE LA FEMME

**Prof. Penelope Alderdice**  
(Interim Chair)  
Dept. of Pathology & Pediatrics  
Memorial University

**Prof. Harriet Lyons**  
Dept. of Sociology &  
Anthropology  
Wilfrid Laurier University

**Prof. Dayna Daniels**  
Dept. of Physical Education  
University of Lethbridge

**Prof. Alicja Muszynski**  
Dept. of Sociology &  
Social Studies  
University of Regina

**Prof. Janice Drakich**  
Dept. of Sociology &  
Anthropology  
University of Windsor

**Prof. Marilyn Taylor**  
Dept. of Applied  
Social Science  
Concordia University

**Prof. Susan Jackel**  
Dept. of Canadian Studies  
University of Alberta

### LE MANDAT DU COMITE DU STATUT DE LA FEMME DE L'ACPU

#### Fonctions

- Conseiller le Comité de direction, le Conseil et d'autres comités de l'ACPU sur les orientations de l'Association dans tous les domaines touchant les femmes, examiner les politiques proposées de l'ACPU et être disposé à examiner les pratiques et les politiques des universités dans la mesure où elles touchent les femmes.
- Encourager et faciliter l'échange d'information et d'expérience sur les femmes dans les universités à l'échelle locale, régionale, provinciale et nationale.
- Recevoir les requêtes des membres de l'ACPU et s'assurer que des conseils et de l'aide leur sont offerts.
- Recueillir, analyser et diffuser des renseignements utiles sur la condition des femmes qui sont pertinents aux établissements d'enseignement postsecondaire.
- Recueillir et diffuser des renseignements sur les conditions de travail des femmes universitaires, notamment en ce qui concerne l'embauche, la classification, les promotions, les critères d'avancement de carrière et les avantages sociaux, dans le but de réduire les torts causés par la discrimination et de la prévenir.
- Examiner les mesures prises dans les universités et en rendre compte et, dans la mesure du possible, celles prises dans des industries pour améliorer la condition des employées.
- Proposer au Conseil et au Comité de direction des énoncés de principe et des directives dans des domaines qui intéressent les femmes universitaires.

Approuvé par le Conseil, mai 1986; modifié, janvier 1988; révisions, avril 1989; modifié, mai 1990.



# International Conference of University Teacher Organizations

Representatives of CAUT and of twelve other countries adopted a declaration on the relationship between universities and economic and social development at the seventh meeting of national faculty association federations at Edinburgh in August. The declaration stated that universities perform two major tasks - research and the dissemination of knowledge through teaching.

Current pressures are diminishing its capacities to fulfill this mission owing to under-funding and a focus on vocational training and short-term applied research.

The declaration notes that the university contributes to economic progress, human well-being and the advance of civilisation but can only continue to do so if government policy reflects:

- the long-term commitment of the university to basic research and advanced teaching,

- the comprehensive and balanced contribution of the university to the development of science, the social sciences, the humanities and the professions,

- the need to attract and retain scholars of the highest quality to academic posi-

tions in the university,

- the need for full participation of women and disadvantaged groups in the university,

- the need to ensure an effective participatory decision-making process consistent with the best professional judgment and integrity,

- a commitment to protection of academic freedom.

The declaration insists that governments must invest the necessary resources to implement these principles which, in turn, would allow scholars and teachers to meet their responsibilities to the university and thereby contribute to economic and social development. The CAUT Council will be asked to endorse the declaration at its October meeting.

The conference also welcomed the representatives of the Union of Democratic Staff Associations of South Africa (UDUSA), the multi-racial union representing faculty committed to a free and democratic South Africa. UDUSA representatives will be visiting Canada in the fall. They noted the useful grant from the Canadian International Aid Agency which finances faculty exchange between the black and white universities. UDUSA is likely to ask CAUT and the others represented at Edinburgh to lobby by their governments for other aid projects given directly to groups like UDUSA which by-pass the government in Pretoria.

Following a discussion of equality issues affecting women, it was agreed to establish a network for the exchange of information. The Australian federation

See "ICUTO" p. 19



INTERNATIONAL CONFERENCE OF UNIVERSITY TEACHER ORGANIZATIONS (ICUTO)  
HERIOT-WATT UNIVERSITY, EDINBURGH, AUGUST 1990

Standing — left to right David Bleiman (AUT UK); Adrienne Aziz (AUT UK); Chris Jensen-Butler (ADUT); Jorgen Vogelius (ADUT); Lilli Humle (ADUT); Ernst Benjamin (AAUP); Daltun O Ceallaigh (IFUT); Ron Emanuel (AUT UK); Daniel Montoux (SNESup); Bill Stephenson (AUT UK); Peter Borchers (AUT UK); Philip Burgess (AUT UK); Donald Savage (CAUT); Leo Ahlstedt (Professorliitto); Gerd Kohler (GEW); Michel Campbell (CAUT); Jorgen Christiansen (IF); Anders von Koskull (KATL); Nils Holdgaard Sorensen (DM); Jens Vraa-Jensen (DM); Jeffrey Halpern (AAUP); Erik Strange Petersen (DM); Mala Singh (UDUSA); Ikey van der Rhee (UDUSA).  
Sitting — left to right Anne Clune (IFUT); Brian McInnes (FAUSA); Martin Svendsen (NARW); Paul Hudson (AUT UK); Joanna de Groot (AUT UK); Mireille Privat (SNESup); Perry Robinson (AFT); Irwin Polishook (AFT); Caroline Hussey (IFUT); Bill Trythall (AUT UK); John Akker (AUT UK); Bert Fredriksson (SULF); Virginia Ann Shadwick (NEA); John Hein (NEA); Gerie Bledsoe (NEA); Gunnar Clausen (NARW); Rob Crozier (AUT NZ); Robert Kerr (CAUT); Carol Simpson Stern (AAUP); Ruth Butterworth (AUT NZ).

## Censured administrations in the U.S.A.

The administrations of the following institutions have been censured by the American Association of University Professors. Further information on these censures can be obtained by writing to them at 1012 Fourteenth Street, N.W., Suite 500, Washington, D.C. 20005.

South Dakota State Colleges and Universities under South Dakota Board of Regents (September, 1961, 247-55)	1962
Censure was voted specifically on the South Dakota Board of Regents, with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers. The 1982 Annual Meeting determined that the regents also now have sole responsibility with respect to a case which occurred in 1966 at Northern State College (September, 1968, 306-13).	
Grove City College (Pennsylvania) (March, 1963, 15-24)	1963
University of the Ozarks (Arkansas) (December, 1963, 352-59)	1964
Censure was voted specifically on the Board of Trustees, and not on the institution's administrative officers.	
Amarillo College (Texas) (September, 1967, 292-302)	1968
Frank Phillips College (Texas) (December, 1968, 433-38)	1969
Central State University (Oklahoma) (March, 1969, 66-77)	1969
Southern Arkansas University (March, 1971, 40-49)	1971
Onondaga Community College (New York) (June, 1971, 167-74)	1972
Colorado School of Mines (March, 1973, 73-79)	1973
Rider College (New Jersey) (March, 1973, 93-100)	1973
Camden County College (New Jersey) (September, 1973, 356-62)	1974
Virginia Community College System (April, 1975, 30-38)	1975
Concordia Seminary (Missouri) (April, 1975, 49-59)	1975
Houston Baptist University (April, 1975, 60-64)	1975
Murray State University (Kentucky) (December, 1975, 322-28)	1976
Blinn College (Texas) (April, 1976, 78-82)	1976
Marquette University (Wisconsin) (April, 1976, 83-94)	1976
University of Osteopathic Medicine and Health Sciences (Iowa) (April, 1977, 82-87)	1977
State University of New York (August, 1977, 237-60)	1978
University of Detroit (March, 1978, 36-54)	1978
Phillips County Community College (Arkansas) (May, 1978, 93-98)	1978
University of Texas of the Permian Basin (May, 1979, 240-50)	1979

Wingate College (North Carolina) (May, 1979, 251-56)	1979
Olivet College (Michigan) (April, 1980, 140-50)	1980
Nichols College (Massachusetts) (May, 1980, 207-12)	1980
Bridgewater State College (Massachusetts) (April, 1981, 86-95)	1981
Yeshiva University (New York) (August, 1981, 186-95)	1982
Sonoma State University (California) (May-June, 1983, 3-12)	1983
Auburn University (May-June, 1983, 24-32)	1983
American International College (Massachusetts) (May-June, 1983, 42-46)	1983
Illinois College of Optometry (November-December, 1982, 17a-23a)	1984
Metropolitan Community Colleges (Missouri) (March-April, 1984, 23a-32a)	1984
University of Northern Colorado (May-June, 1984, 1a-8a)	1984
Westminster College of Salt Lake City (November-December, 1984, 1a-10a)	1985
Southwestern Adventist College (Texas) (January-February, 1985, 1a-9a)	1985
Temple University (May-June, 1985, 16-27)	1985
Talladega College (Alabama) (May-June, 1986, 6a-14a)	1986
Southern Nazarene University (Oklahoma) (November-December, 1986, 7a-11a)	1987
Morgan State University (Maryland) (May-June, 1987, 23-32)	1987
The Catholic University of Puerto Rico (May-June, 1987, 33-38)	1987
Husson College (Maine) (May-June, 1987, 45-50)	1987
Hillsdale College (Michigan) (May-June, 1988, 29-33)	1988
University of Judaism (California) (May-June, 1988, 34-40)	1988
Maryland Institute, College of Art (May-June, 1988, 49-54)	1988
Southeastern Baptist Theological Seminary (North Carolina) (May-June, 1989, 35-45)	1989
Alabama State University (May-June, 1989, 46-56)	1989
Concordia Theological Seminary (Indiana) (May-June 1989, 57-67)	1989
The Catholic University of America (Sept.-Oct., 1989, pp. 27-40)	1990
St. Leo College (Florida) (Nov.-Dec., 1989, pp. 34-40)	1990
Alvernia College (Pennsylvania) (Jan.-Feb., 1990, pp. 34-40)	1990
New York University (May-June, 1990, pp. 49-56)	1990



# Women in scholarship

During the Learned's Conference in Victoria, the Royal Society of Canada hosted a joint session involving several other societies on the topic of "Women in Scholarship". The session featured a panel which included Louis Courville, Directeur des études du premier cycle à l'École Polytechnique de Montréal, Dr. Rose Sheinin, Academic Vice-Rector at Concordia University, Dr. Peta Tancred of the Center for Research and Teaching on Women at McGill University, Dr. Kai Nielsen of the Department of Philosophy of the University of Calgary, Dr. Monique Frize of the Faculty of Engineering at the University of New Brunswick, Professor Mary Jane Mossman of Osgoode Hall Law School at York University, and Dr. Ursula Franklin of the Faculty of Applied Science and Engineering at the University of Toronto.

The contemporary context was highlighted with the opening remarks by Louis Courville. After describing what it was like to be inside l'École during the December 6 massacre, he left delegates with three underlying questions arising from the physical tragedy of those events. The questions he posed were

how it was possible for the person responsible to combine apparently normal behaviour with the planning of such mad action, whether it is possible to identify persons posing such a dangerous threat, and what evidence might be required to compel such persons to submit to treatment if they had not yet committed any violent acts.

Rose Sheinin exposed the philosophical construct of academia which excludes women from consideration. Tracing the roots of this construct to Aristotle and its continuation through the ecclesiastical tradition, she pointed out the need to readdress the basic view of women in academia.

The problem of antagonism to women in the workplace was the focus of Peta Tancred's presentation. She noted the creation of conditions which make women feel uncomfortable and unwelcome and that this, rather than sexual conduct, is the most common form of harassment of women. She expressed the need to extend the concept of harassment to recognize this.

The same theme was pursued by Kai Nielsen who discussed the backlash from men who feel threatened by

women. Observing that such men want to keep women in an inferior role and often adopt a possessive stance towards women, he noted the still too frequent notion that women are inferior in capacity and the need to demolish this notion as the myth that it is.

The continuing impact of stereotyping of roles was pointed out by Monique Frize. She described the outreach program in which she is involved in attempting to counter-act the stereotypes and encourage young women to consider careers in engineering. The need for a support system was emphasized, both to provide role models that potential students can look to before entering university and to ensure positive reinforcement and counselling for women after they enter a program.

Mary Jane Mossman spoke of the compulsion upon women entering law in the past to conform to the prevailing male model. She pointed out that, as women are assuming an academic role, they are asking fundamental questions about the nature of law and the impact of male dominance in the past. This involves a questioning of the supposed neutrality and objectivity of law. She

concluded with a challenge to academic institutions to provide leadership in the rethinking of traditional views.

Enthralling the audience with a striking analogy to girls and boys moving from male dominance towards equality while playing in sandbox(es), Ursula Franklin spoke of the search of feminist scholarship for a different process from the traditional model. She demonstrated that this theme is as relevant to the natural and applied sciences as to the social sciences and humanities. In addition, she spoke of the need for indices to measure whether equity is being achieved.

During the past year the Royal Society has launched a major research project into the state of research in Canada. For such a study to be adequate, it will have to include, as a major and distinct aspect, a thorough examination of the role and status of women in research. Hopefully those engaged in this project have familiarized themselves with the proceedings at this session in Victoria.

Ed. note: The Royal Society's session on "Women in Scholarship" was video-recorded.

## Les femmes et les études

Lors du congrès des sociétés savantes, la Société royale du Canada a tenu une séance mixte à laquelle participaient plusieurs autres sociétés pour discuter de la question des femmes et les études. La séance comprenait un panel composé de Louis Courville, directeur des études de premier cycle à l'École polytechnique de Montréal, Dr Rose Sheinin, vice-rectrice à l'enseignement de l'Université Concordia, Dr Peta Tancred du Center for Research and Teaching on Women de l'Université McGill, Dr Kai Nielsen du département de philosophie de l'Université de Calgary, Dr Monique Frize de la faculté de génie de l'Université du Nouveau-Brunswick, Mme Mary Jane Mossman de l'école de droit de l'Université York et Dr Ursula Franklin de la faculté des sciences appliquées et de génie de l'Université de Toronto.

Dans l'allocation d'ouverture, Louis Courville a mis en valeur le contexte contemporain. Après avoir décrit le sentiment qui régnait à l'intérieur de l'École pendant le massacre du 6 décembre, il a terminé son allocution en posant aux délégués trois questions fondamentales découlant de l'aspect physique de la tragédie. Il a demandé comment il était possible pour la personne responsable de combiner un comportement apparemment normal avec la planification d'un geste aussi insensé, s'il était possible d'identifier les personnes représentant une menace aussi dangereuse et de quelle preuve pourrait-on avoir besoin pour contraindre ces personnes à se soumettre à un traitement si elles n'ont pas encore commis d'actes violents.

Rose Sheinin a fait un exposé sur la pensée philosophique du monde universitaire qui omet de tenir compte des femmes. Faisant remonter les origines de

cette pensée jusqu'à Aristote et sa poursuite à travers la tradition ecclésiastique, elle a souligné le besoin de s'attacher de nouveau à l'opinion fondamentale des femmes dans le monde universitaire.

Le point de mire de l'exposé de Peta Tancred portait sur l'antagonisme vécu par les femmes sur le marché du travail. Elle a fait remarquer la création de conditions qui rendent les femmes mal à l'aise et font qu'elles ne se sentent pas les bienvenues. Ces attitudes, plutôt que le comportement sexuel, sont l'une des formes les plus communes de harcèlement envers les femmes. Elle a exprimé le besoin d'élargir la notion de harcèlement pour reconnaître ce fait.

Kai Nielsen a traité du même sujet et a discuté des réactions brutales des hommes qui se sentent menacés par les femmes. Ayant observé que ces hommes désirent que les femmes tiennent des rôles inférieurs et qu'ils adoptent souvent une attitude possessive envers les femmes, il a fait remarquer la notion encore trop fréquente de l'infériorité des femmes en terme de capacité et le besoin de détruire cette notion qui n'est qu'un mythe.

Monique Frize a mis l'accent sur les conséquences continues des rôles stéréotypés. Elle a décrit le programme externe dans lequel elle est engagée et qui vise à essayer de neutraliser les stéréotypes et à encourager les jeunes femmes à envisager une carrière en génie. Elle a insisté sur le besoin d'un mécanisme de soutien tant pour fournir des modèles dont peuvent s'inspirer les futures étudiantes avant de s'inscrire à l'université que pour assurer un renforcement positif et des conseils aux femmes après leur arrivée au programme.

Mary Jane Mossman a traité du fait que, par le passé, les femmes, pour étudier en droit, étaient contraintes de se conformer au modèle masculin qui prévalait. Elle a souligné que, à mesure que les femmes assument un rôle à l'université, elles se posent des questions fondamentales sur la nature du droit et les conséquences de la dominance masculine. Cette réflexion suscite une interrogation de la soi-disant neutralité et objectivité du droit. Elle a conclu en mettant les établissements d'enseignement universitaire au défi de faire preuve de leadership en repensant les positions traditionnelles.

Au moyen d'une analogie étonnante aux filles et aux garçons passant de la dominance masculine à l'égalité lorsqu'ils jouent dans un carré de sable, Ur-

sula Franklin a traité de la recherche en études féministes dans le but de s'éloigner du rôle traditionnel. Elle a prouvé que cette matière était aussi pertinente pour les sciences naturelles et appliquées que pour les sciences sociales et humaines. En outre, elle a souligné le besoin d'indices pour déterminer si l'égalité se réalise.

Au cours de la dernière année, la Société royale a lancé un projet de recherche important sur l'état de la recherche au Canada. Pour que cette étude soit juste, elle devra comprendre un examen approfondi du rôle et de la condition des femmes dans le domaine de la recherche qui serait un aspect fondamental et distinct. Nous espérons que les personnes participant à ce projet se sont familiarisées avec la situation lors de cette séance à Victoria.

### SWC

Continued from page 8

organization of the annual SWC workshop. We inherited valuable suggestions from the previous committee on the theme of violence against women on Canadian campuses, an inescapable topic in light of events in Montreal last December and, less horrifically, on several other Canadian campuses as well. Planning is on-going; watch future *Bulletins* for announcements and details of the workshop.

Since membership of local status of women or women's issues committees is constantly being renewed, we encourage readers of this column to bring the CAUT secretariat in Ottawa up to date on names of contact persons for SWC materials. There is also a status of women newsletter put together from time to time; you can put your name on

the mailing list by contacting Mariette Blanchette, SWC Secretary, at the CAUT office.

The new SWC members are all experienced and knowledgeable in matters related to the committee's mandate, with demonstrated commitment to making Canadian campuses fairer, safer and more hospitable to women. We are well aware that SWC work last year was impeded and finally made impossible by a series of controversial events. While we are not in a position to judge the rights and wrongs of what happened, we do wish to place on record our appreciation for the work and commitment of last year's committee, and promise them that we will do our best to learn from their experiences and carry forward our common project.

Susan Jackel  
University of Alberta



# Education for Sale

by J.M. McMurty  
Department of Philosophy  
University of Guelph

You don't have to be a Platonist to know that the free market and education do not have the same methods - or goals. In the free market, you aim to maximize money profit. You do so by providing or producing whatever people want, at whatever price you can get, from whomsoever has the money to buy it. Education doesn't do any of these things. If it's any good, it challenges all of them. It opposes the sharing of knowledge to private profit, the development of understanding to the gratification of wants, and disinterested instruction to the sales pitch.

Yet the free market, we are told, is the way of the world, and the necessity of the future for all. Even the Evil Empire is submitting at last to its iron laws, and every other people and region from the Inuit to the world's rain forests are willing or not being required to conform to its universal invisible hand.

So it should come as no surprise that education too is being brought into team-spirited dedication to the new Categorical Imperative of Life on Earth: "learning to compete in the tough new international marketplace".

Compete at what? Well, compete to produce and sell commodities cheaper and more profitably to those people in the world with enough money to buy and consume what multinationals sell.

That isn't the logic of learning, of thinking deeper than the idols of the marketplace. But if we are to believe what we now read and hear everywhere, it is. It's the "new reality". Even University and faculty presidents now advocate the value of higher education itself on the grounds that it's "... required to compete in the international marketplace". The incantation is heard from Harvard to Hong Kong.

In other words, the academy's leadership now finally agrees with the captains of capital accumulation. Education is a means, and is to be valued as a means for a higher and overriding goal: more world-wide profit-making for one's country's multinational corporations. They now ring out this declaration of the one true faith of the corporate transculture from the ivory tower itself.

Of course, today's University administrations and faculty are over a barrel. If they are to carry on in this brave new world, they have to "adapt". They too must dedicate themselves to the annunciated creed of the bigger big business like everyone else - the politicians, the arts companies and museums, the Opus Dei, the third-world generals, the pay-as-you-pray religions, and the new East-bloc. If not, you can be sure that the mind-steering joint stock company of business investment and advertisement, the corporate mass-media, will trumpet their transgression from the global pulpit. "They're not facing the new reality", the promulgators of the new order will admonish. "They will continue to be underfunded until they do." Third-world debtor or philosopher scholar, it makes no difference. The free

market will prevail.

The response of the universities to the advent of the new reality has, from the top down, been acquiescent. By and large they have run for cover. Remaining independent of the demands of commerce and the Furies of private profit was once a cherished duty and vocation. But now the universities and their researchers are climbing down. They're "establishing links with the business community", and jumping into the new game as players for sale. They are survivors. Take a look around. Who *isn't* trying to sell whatever idea or day's sweat or third-world country they have to the multinational market? These days you sell to the great takeover whatever you can to buy a life.

## The New Totalitarianism:

We of the modern world have long thought of the base-values of everything as its "capital", and of freedom as an "open marketplace" where, in the famous formula of Friedrich Hayek, "all are free to sell and buy at any price at which they can find a partner to the transaction. . . free to produce, buy and sell anything that can be produced or sold at all". In recent years, the language has become more explicitly corporate. It's "the bottom line" and being "internationally competitive" which rule. It's crept up on us. Now it's so deep in the mind-set that even the once critical "pointy-headed intellectuals" in the University presuppose the laws of international commodification as the ultimate framework of reality. They can't talk about what used to interrogate the status quo, higher learning, without translating it first into the going jargon of the corporate culture to ensure it makes sense to the Big Buyer out there. "Resource units" for what used to be subject disciplines and their professors. "Clients" and "customers" for what used to be students. "uniform standards" for what used to be the search for quality, depth, originality. "Program packages" for what used to be education. "Products" for what used to be graduates. Corporate foundations, grants, and prizes trade-naming every academic recognition that's left. "Credibility" for what used to be "truth".

The unspeakable fact is: *The corporate culture has become totalitarian.* In the precise sense of the term. Its influence and control has been totalized so that all opposition is subsumed by it and reconstituted as one of its organs. There have been many fronts of movement in this reincorporation of the world. The military corporation takeover of social and government spending from the United States to Indonesia. The PACs' corporate takeover of electoral politics from developer-run city councils to multi-national controlled Presidents. The corporate media's takeover of all levels of public communication from the television screen to the University textbook. The corporate transformation of culture from sport to museums into marketing sites for big-business images.

Then, to forestall any resistance to

these advances of corporate command, there's the political economy of cutback. The export of manufacture to cheap and obedient Asian labour and the deunionization of the working class. The transfer of tax burdens from the rich on to the middle and poorer classes. The breaking of the insurgent third world on the wheel of debt-interest payments. The underfunding of social and environmental agencies across the "newly competitive" world. And the "privatization" expropriation of the profitable public sector.

Together, these takeovers and cutbacks have formed an unmistakable pattern. For the regions of the globe still independent of the corporate economy, there has been a more open appeal to armed force. "Spending the Soviet Union broke" with threats of Armageddon and weapons build-up, and sending armies of goons called "freedom fighters" into newly socialist states. In this way, the political and economic base of a corporate totalization of power has been won which has transformed even official enemies and oppositions into yesteryear's losers. We have heard the pieces fall, but not seen the overall design.

As with 1930's fascism, only this time by the "discipline" of the multinational market rather than the nation-state jackboot, the Universities too have been made to jump into line. Sell to the multinational market or . . . you do not survive. Even here in Canada, (recently sold by the Free Trade Deal to the U.S. in exchange for unrestricted access by Canadian multinationals to the U.S. market), the country's leading religious philosopher is crowned a "Molson's Scholar". Universities in the country's largest province have negotiated to sell their library holdings to private corporations. Classroom textbooks have passed under the control of multinational conglomerates. Business schools and programs swagger into ever larger numbers and facilities. And University

administrators tub-thump new corporate "links" as higher education's salvation.

## The Real Meaning

The real meaning of Ronald Reagan's presidential election war-cry back in 1980 "to get government off our backs" is now clear. It meant: "No public-sector limit to the power of the corporations". As we know the ex-master of ceremonies for General Electric, number one producer of illegal toxic waste sites in America, fronted this liquidation of social limits well. His business regime's policies of systematic secrecy, ubiquitous deregulation, Supreme Court loading, social program decimation, and turnover of government decisions and finances to the weapons producing corporations, and any other big-business interest his administration could get on side with, rode big holes through what few institutional constraints on total corporate power there were in the Republic. It is true, few burdens of public interest were left on the backs of big business. But as important to the reproductive cycle of a nation, the Reagan regime and the corporate media effectively teamed up to stampeade all critical voices into a corner of public impotence. The press, ever more monopolized by the same multinational hands which Reagan mouthpiece and the Democrats, bankrolled or publicized by the same corporate culture, ceased to oppose anything that was going on. The only institutional place left in the feedback cycle of the nation's intelligence that might be counted on to pose a critical response to the swift, unpublicized totalization of big-business power over America's life, was the cross-country network of higher-learning establishments - the Universities. But their principal agents were too busy scrambling in the wake of the public sector cutback to get on board the nation's grand mission of selling to big business to sell to the world. Remember

See "Education" p. 15

## CONTRADICTIONS IN PRINCIPLE BETWEEN THE MARKET & EDUCATION MODELS

	MARKET MODEL	EDUCATION MODEL
GOAL	To maximize private money profits	To advance and disseminate shared knowledge
MOTIVATION	To satisfy the wants of whoever has the money to purchase the goods that are wanted	To develop the understanding of all who seek to learn.
METHOD	To buy or sell the goods it has to offer to anyone for whatever price one can get.	Never to sell the good it has to offer, but to require of all who would have it that they fulfil its requirements independently.
STANDARDS OF EXCELLENCE	(1) How well a product-line is made to sell against its competitors; (2) How problem-free the product is and remains for its buyer.	(1) How inclusive is the range of possibility that is comprehended; (2) How deep and broad the problems are to the one who has it.
LOGICS OF FREEDOM	No bounds to what one is able to buy from others.	No bounds to what one is able to learn for oneself.



# Le parlement et la réforme des pensions

Au cours des derniers mois, le parlement s'est penché sur deux initiatives importantes touchant les pensions. Le parlement a prouvé qu'il peut parfois améliorer vraiment une loi du gouvernement. En effet, dans les deux cas, il a demandé des modifications importantes au projet de loi de Michael Wilson, le ministre fédéral des Finances.

Après l'avoir reporté plusieurs fois, le gouvernement a finalement présenté une importante loi pour mettre en oeuvre la réforme générale des dispositions relatives à l'épargne-retraite en vertu de la Loi de l'impôt sur le revenu. La loi a été adoptée par le parlement. L'annonce de ces réformes remonte en 1986. L'objectif principal de la loi est de donner aux régimes de pension et aux régimes d'épargne-retraite le même traitement fiscal. Avant l'adoption de cette loi, cependant, il était impossible de savoir si les détails de la réforme pourraient avoir d'autres conséquences.

Le projet de loi C-52, contenait plusieurs éléments qui risquaient d'avoir des effets négatifs sur les régimes de retraite des universités. Lors de la présentation de son mémoire au Comité de la Chambre des communes en avril, l'ACPU s'est opposée au fait que le plafond de cinq ans imposé au crédit de pension accumulé pendant les périodes de salaire réduit ou d'absence temporaire limiterait indûment les dispositions de congé, puisque les périodes de congés parentaux, en par-

ticulier, excéderaient le plafond de cinq ans. Le plafond interviendrait également dans les dispositions de retraite anticipée puisque la limite des régimes de pension à la retraite pourrait être touchée par ce plafond.

L'ACPU a également souligné que les dispositions administratives nécessaires à l'obtention d'un traitement fiscal égal entre les régimes à prestations déterminées, les régimes à cotisations déterminées et les régimes d'épargne-retraite avaient tendance à désavantager des régimes à prestations déterminées. En raison du fonctionnement même de ces derniers, la tentative d'obtenir une égalité parfaite entraîne des coûts administratifs qui ne profitent à aucun.

Le rapport du Comité des finances a répondu à nombre des préoccupations de l'ACPU. Il a recommandé que le plafond de cinq ans imposé au crédit de pension pendant les périodes de congé soit modifié pour ajouter des crédits au congé parental jusqu'à concurrence d'un an pour chaque enfant, sous réserve d'un maximum de huit ans pour tous les congés, y compris les congés parentaux. Il importe de faire remarquer que les congés sabbatiques d'un an ne durent pas un an complet en vertu du plafond de cinq ans, mais seulement une partie d'une année proportionnelle à la réduction salariale.

En outre, le comité a recommandé d'intégrer à la loi une disposition pour un crédit de pension supplémentaire

dans les cas de retraite anticipée. Bien que les conditions en vertu desquelles ces mesures sont permises de façon routinière soient restrictives, elles donnent une plus grande marge de manoeuvre que le plafond de cinq ans.

De plus, le Comité des finances a proposé des modifications précises à l'administration des régimes de retraite à prestations définies qui devraient réduire les coûts supplémentaires que ces régimes entraîneraient autrement. Le comité a également demandé un examen du fonctionnement du nouveau système après trois ans ce qui permettra de palier les conséquences des coûts si elles se révèlent sérieuses. Finalement, le Comité des finances et le ministère des Finances se sont entendus pour ajouter ces points aux règlements, ce qui a entraîné la mise en oeuvre des recommandations.

Par ailleurs, le Comité des finances s'est montré peu sympathique aux autres questions soulevées par l'ACPU, à savoir, le gel depuis 1976 du plafond des régimes de pension en vertu de la Loi de l'impôt sur le revenu. Le gouvernement promet de ne lever le gel qu'en 1995. Par la suite, le plafond sera haussé proportionnellement au salaire industriel moyen. Toutefois, en attendant, le niveau moyen des salaires de pré-retraite des universitaires atteint un seuil où le plafond des pensions commence à avoir des effets négatifs. Ces effets continueront de toucher les personnes déjà

à la retraite et celles qui la prendront après la levée du gel en 1995 puisque le facteur de progression ne reprendra jamais le terrain qu'il a perdu. De plus, en raison des nombreuses années de scolarité nécessaires pour embrasser une carrière universitaire, les universitaires sont déjà désavantagés par rapport aux titulaires d'autres professions quant au plafond des pensions car ce dernier se fonde en partie sur le nombre d'années d'emploi.

La décision du sénat de refuser d'adopter une loi qui récupérerait les pensions de sécurité de la vieillesse pour les personnes gagnant plus de 50 000 \$ est l'autre événement marquant des activités parlementaires. Le Sénat s'est fondé en partie sur le fait que la loi du gouvernement n'a pas entièrement indexé le seuil de 50 000 \$. En conséquence, la disposition de récupération toucherait progressivement les person-

**Voire "Pensions" à la p. 15**

## Parliament and pensions

During recent months two significant initiatives affecting pensions have been under scrutiny by Parliament. As evidence that Parliament can sometimes work towards real improvement in legislation proposed by the government, in both cases the relevant Parliamentary committee has called for important changes in the legislation proposed by Michael Wilson, the federal Minister of Finance.

After repeated postponements, the government finally forward a major piece of legislation to implement general reform of provisions for retirement savings under the Income Tax Act. This legislation has now been passed by Parliament. These reforms were first announced in 1986. Essentially the objective of this legislation is to put pension plans and retirement savings plans on equal footing in terms of tax treatment. Until the actual legislation was introduced, however, it was impossible to determine whether the details of this reform might have other impacts.

The draft legislation, Bill C-52, did contain several features which threatened to have an unfavourable impact on university pension plans. In a brief to the Finance Committee of the House of Commons in April, CAUT objected that a proposed five-year limit on the amount of pension credit accumulated for periods of reduced pay or temporary leave would unduly restrict leave ar-

rangements, particularly since periods of parental leave would count against the five-year limit. This limit could also interfere with early retirement arrangements since the topping up of pension plans upon retirement might be affected by the limit.

CAUT also pointed out that the administrative arrangements that would be necessary to achieve perfection in equalizing tax treatment of defined benefit plans, money-purchase plans, and retirement savings plans tended to disadvantage defined benefit plans. Because of the way in which defined benefit plans operate, the attempt to reach perfect equality involved administrative costs benefiting no one.

The Report of the Finance Committee brought good news that responded to many of CAUT's concerns. It recommended that the five-year limit on pension credit during periods of leave be modified to allow additional credit for parental leave for up to one year for each child, subject to an overall maximum of eight years for all leaves, including parental leaves. It should be noted that sabbaticals are periods of reduced pay, rather than leave. Thus, a one-year sabbatical does not use up one-year of leave time under the five-year limit, but only a part of a year proportional to the reduction in pay.

The Committee also recommended incorporating into the legislation provi-

sion for additional pension credit in cases of early retirement. While the conditions under which this is allowed as a routine matter would be restrictive, this would provide further relief from the five-year limit.

In addition the Finance Committee proposed specific modifications to the administration of defined benefit plans that should reduce the extra costs that such plans might otherwise incur. The Committee also called for a review of the workings of the new system after three years which would give another opportunity to address the cost consequences if they prove serious.

Ultimately the Finance Committee and the Department of Finance reached agreement to incorporate these points into the regulations. As a result, these recommendations have now been implemented.

The Finance Committee showed little sympathy for the remaining issue raised by CAUT - the fact that pension limits under the Income Tax Act have been frozen since 1976. The government is promising to lift the freeze only in 1995, after which the limit would escalate in line with the average industrial wage. In the meantime, however, the average level of pre-retirement salaries of academics is passing the point at which the pension limit starts to have an adverse impact. This adverse impact will continue to apply,



**Michael Wilson**  
Finance

both to those already retired and to new retirees, after the freeze is lifted in 1995 since the escalator will never cover the ground that has already been lost. Moreover, because of the long period of education needed to enter an academic career, academics are already at a disadvantage in comparison to those in most other occupations for the purpose of the pension limit since the limit is based in part on length of employment.

The other significant Parliamentary event was the decision of the Senate to refuse to pass legislation which would clawback old-age security pensions for those earning over \$50,000. The Senate's action was based in part on the fact that the government's legislation did not fully index the \$50,000 threshold. As a result, the clawback would progressively affect persons at lower levels of real income in the future.

CAUT presented a brief to the Senate Committee on Banking, Trade and Commerce in March. A major point in the brief was the erosion effect of not

**See "Pensions" page 19**



## Federal AIDS policy — new strategy, old money

Late in June the federal Minister of Health, Perrin Beatty, announced a long-awaited National Aids Strategy. This announcement followed closely on the heels of the Report of the Parliamentary Ad Hoc Committee on AIDS which also released in June. The timing makes it apparent that the government's Strategy was developed while the work of the Committee was ongoing. In some respects the Strategy is in line with the recommendations of the Committee, while in others it stops short of adopting the measures recommended by the Committee.

The Strategy places a definite emphasis on efforts at coordination, including the creation of AIDS Secretariat in Health and Welfare Canada to link the AIDS-related activities of federal agencies, support for the activities of the National Advisory Committee on AIDS which now includes non-governmental representatives, reactivation of the Federal/Provincial/Territorial Advisory Committee on AIDS, continued support for the National AIDS Clearing House, and contribution of \$2-million a year to establishing a HIV and AIDS treatment and information system centered at the University of Toronto.

Singing the standard budgetary

refrain of the federal government, however, the Strategy includes no new funding for the overall federal AIDS program. This is the most significant difference between the Strategy and the Report of the Ad Hoc Parliamentary Committee which called for "a review of the overall funding commitment of the federal government to the struggle against AIDS and HIV infection, with a view to increasing it to a level which is adequate to meet the increasing challenge which must be faced."

What the Strategy does is redistribute already committed federal funding among the areas of federal involvement. Of the \$38-million funding to be spent during the current year, the largest share, \$14.1-million, will be now devoted to biomedical initiatives, primarily of a research nature. More funding will be allocated to care and treatment of HIV/AIDS victim, with the emphasis on support services to the professional care providers - such funding will now total \$4.5-million. Funding for national and community AIDS education and support organizations will also increase substantially to \$8-million. Under the new Strategy the area to suffer substantial financial cuts in order to make funds available for other initiatives is that of education and

prevention - this funding has been approximately halved to \$7.3 million. The remaining funding is devoted to costs of administration and coordination.

The change of priorities away from prevention and education towards more funding for biomedical research, treatment support, and national and local AIDS organizations is difficult to assess. It may be that basic programs through the normal educational system, which is operated at the provincial level, are now sufficiently in place that the level of educational support previously funded by the federal government is not necessary to maintain the system.

The results of the recent Canada Youth and AIDS Study left reason to question the effectiveness of existing educational programs to induce the changes in behaviour needed to prevent the spread of HIV infection. Education funding under the new Strategy is heavily oriented to behavioral research and the development of new educational programs. In addition to being an appropriate recognition that the social sciences have a contribution to make, this may lead to more effective educational programs in the future. There is also a significant provision for social service research in the care and treat-

ment component of the Strategy.

The reallocation of monies to community and national organizations is intended to support the educational, as well as the support, activities of these organizations. Given the urgent demands on such organizations, it is doubtful that any large share of these funds will serve to replace the reduction in direct federal support for education initiatives. On the other hand, the educational efforts of local organizations may well be more effective than federal programs.

CAUT was previously in communication with the Minister of Health and Welfare to explore the possibility of support for a network of people involved in implementing university AIDS policies. Such a network is obviously in line with the thrust of the new federal Strategy. Further exploration of this concept is now proceeding.



Perrin Beatty  
National Health and Welfare

## La politique fédérale sur le SIDA : une nouvelle stratégie, de l'argent recyclé

Vers la fin de juin, le ministre de la Santé du gouvernement fédéral, Perrin Beatty, a annoncé la mise en oeuvre de la Stratégie nationale sur le SIDA, que l'on attendait depuis longtemps. L'annonce a suivi de près le rapport du Comité parlementaire sur le SIDA, également rendu public en juin. De toute évidence, le moment choisi pour annoncer la stratégie montre que le gouvernement l'a mise au point pendant les travaux du comité. A certains égards, la Stratégie est en accord avec les recommandations du comité, tandis que sur d'autres points, elle ne va pas jusqu'à adopter les mesures recommandées par celui-ci.

La Stratégie insiste manifestement sur la coordination, ce qui comprend la création du Secrétariat du SIDA au ministère de la Santé et du Bien-être social pour améliorer la coordination des activités reliées au SIDA des organismes fédéraux, le soutien des activités du Comité consultatif national sur le SIDA, lequel comprend maintenant des représentants non gouvernementaux, la reprise des travaux du Comité consultatif fédéral/provincial/territorial sur le SIDA, le soutien continu au Centre de documentation sur le SIDA et une aide financière de 2 millions de dollars par année pour mettre sur pied un Système d'information sur les traitements anti-SIDA et anti-VIH situé à l'Université de Toronto.

Cependant, en matière budgétaire, la

Stratégie entonne le refrain habituel du gouvernement fédéral et ne prévoit aucun financement pour l'ensemble du programme fédéral sur le SIDA. Il s'agit de la différence la plus marquée entre la Stratégie et le rapport du Comité parlementaire qui recommande « (...) une étude (...) de l'ensemble des fonds que le gouvernement fédéral engage dans la lutte contre le SIDA et l'infection par le VIH, afin d'accroître ce financement à un niveau qui permettra de relever le défi de plus en plus grand que pose l'épidémie. »

La Stratégie se limite à redistribuer des fonds que le gouvernement fédéral a déjà engagés dans les domaines dont il s'occupe. Des 38 millions de dollars à dépenser au cours de la présente année, la somme la plus importante, soit 14,1 millions de dollars, sera désormais consacrée aux initiatives biomédicales, principalement la recherche. Des crédits supplémentaires seront affectés aux soins et aux traitements des victimes du VIH et du sida. L'accent sera mis sur les services de soutien du personnel soignant, ce qui totalisera 4,5 millions de dollars. Les fonds pour les organismes de soutien ainsi que pour des groupes nationaux et communautaires qui s'occupent d'éducation sur le SIDA seront également haussés à 8 millions. En vertu de la nouvelle stratégie, le domaine de l'éducation et de la prévention subira des réductions financières substantielles au profit d'autres initiatives. En effet,

les fonds prévus ont été diminués de moitié et s'élèvent à 7,3 millions de dollars. Le solde des fonds servira à assumer les coûts de l'administration et de la coordination.

Il est difficile d'évaluer le changement qui a enlevé la priorité à la prévention et à l'éducation en faveur de la recherche biomédicale, du soutien aux traitements et des organismes nationaux et locaux sur le SIDA. On peut peut-être expliquer ce revirement par le fait que les programmes fondamentaux dispensés par le truchement du système normal d'enseignement, administrés au palier provincial, sont actuellement bien en place pour justifier que le niveau de soutien éducatif financé auparavant par le gouvernement fédéral ne soit pas nécessaire pour maintenir le système.

Cependant, les conclusions de l'étude sur la jeunesse canadienne et le SIDA donne lieu de s'interroger sur l'efficacité des programmes éducatifs existants pour amener un changement nécessaire de comportement dans le but de prévenir la propagation de l'infection au VIH. Les fonds réservés à l'éducation en vertu de la Stratégie sont fortement orientés vers la recherche sur le comportement et l'élaboration de nouveaux programmes d'éducation. En plus de reconnaître de façon appropriée que les sciences sociales ont un rôle à jouer, la stratégie peut susciter davantage de programmes éducatifs à l'avenir. La stratégie prévoit en outre une place importante pour la

recherche en service social en ce qui concerne les soins et les traitements.

La réaffectation des fonds aux organismes communautaires et nationaux a pour but de financer leurs activités d'éducation et de soutien. Etant donné les demandes pressantes auxquelles font face ces organismes, il est douteux que toute part importante des fonds serve à palier la réduction du soutien direct du fédéral des initiatives éducatives. Par contre, les programmes éducatifs des organismes locaux pourraient fort bien être plus efficaces que ceux du gouvernement fédéral.

L'ACPU a auparavant eu des rapports avec le ministre fédéral de la Santé et du Bien-être social pour explorer la possibilité de financer un réseau de personnes participant à la mise en oeuvre des politiques des universités sur le SIDA. Ce réseau est de toute évidence en accord avec les objectifs de la nouvelle stratégie du gouvernement fédéral. On est présentement en train de se pencher davantage sur la question.



# Subversion on the campus

The President of CAUT, Prof. Bob Kerr, has approached the Security and Intelligence Review Committee (SIRC) in Ottawa with some suggestions on how that committee might meet some of the long-standing concerns of the CAUT about the role of security forces on the campus. One of these relates to decisions to deny foreign professors entry to Canada on the grounds of national security. There has been a long history dating back to the fifties of such denials although these days they mostly concern short-term visitors. They all have a common thread, namely that the government would not provide either reasons or an appeal mechanism, however limited in scope. This put a premium on lobbying and publicity which hardly seem the best ways of defining who is a security risk. The Executive Director of CAUT participated in a panel in June on security and civil liberties at the annual meeting of the Canadian Association for Security and Intelligence Studies and gave a paper to the annual meeting of the Canadian Historical Association entitled, "Keeping Professors Out, 1945-90" which has provided the background for this issue. The Chair of the Academic Freedom and Tenure Committee and the Executive Director have briefed CSIS on the nature of CAUT concerns, and it appears that CSIS will not have any objections to the creation of a proper

appeal mechanism under the existing legislation.

Prof. Kerr has suggested to John Bassett, the chair of SIRC, that the legislation creating that committee indicates that it can hear appeals about immigration cases involving national security and that CAUT would like to discuss with him the modalities of such arrangements, in particular how the cases of short-term visiting professors can be dealt with in a timely way. CAUT has already indicated that, if such appeal mechanisms are created by SIRC, it will be prepared to consider representing faculty or departments who wish to appeal negative decisions based on national security reasons by the Immigration Department. The appeal mechanisms within SIRC still require a good deal of secrecy, but CAUT considers that the only way to find out if they work is to use them. Furthermore the recent decision of the Federal Court of Appeal in the case of Robert Thomson indicates that SIRC really does have the power to overrule departments and is not simply advisory to the Minister. Thirty years ago the then President of CAUT, Bora Laskin, called for the government to handle such cases by providing proper reasons and an appeal mechanism. Perhaps his wish will now be realized.

One hold-over from the Cold War is that, in the first part of the eighties, the

Department of External Affairs took the position that scholars from North Korean universities should not be admitted to Canada. It was hard to see why when Canada was admitting scholars from many other authoritarian countries, it adopted this policy in regard to North Korea. As part of the review of security arrangements, CAUT has written to the Minister of External Affairs requesting that, if this policy is still operative, the time has arrived to modify it so that scholars from all countries are treated the same way as the Helsinki accords suggested they should be.

Prof. Kerr also told Mr. Bassett that there were three other areas where he hoped that SIRC would make inquiries. The first concerned the agreement made between CAUT and the federal government in the 1960s to regulate the presence of the security forces on the campus. Essentially it said that the RCMP, which was then in charge of security matters, should not conduct fishing expeditions on the campus but that it was entitled to investigate where there was probable cause to believe that a specific crime was being committed or to conduct security clearances when students, for example, applied for government jobs that required such clearances. The McDonald Commission found that the RCMP had deliberately violated this agreement in the sixties and



Reid Morden  
Director, CSIS

early seventies but that in the late seventies had come reluctantly to follow it. It is in the nature of things that it is impossible to know whether or not CSIS has always applied the Pearson/Laskin agreement, and CAUT has asked SIRC to consider investigating whether that has been the case since the formation of the service in 1984.

A related matter is the question of the use of informers. CAUT has argued that informers should only be used if approved by judicial warrant. So far

See "subversion" p. 18

## Subversion sur les campus

Le président de l'ACPU, M. Bob Kerr, a formulé quelques suggestions au Comité de surveillance des activités de renseignements de sécurité (CSARS), situé à Ottawa, sur la manière dont il pourrait satisfaire certaines des préoccupations de longue date de l'ACPU au sujet du rôle des forces de sécurité dans les universités. L'une de ces suggestions porte sur la décision de refuser l'entrée au Canada à des professeurs étrangers pour des motifs de sécurité nationale. Cette question a une longue histoire et remonte aux années cinquante bien que, à l'heure actuelle, elle ne touche en ma-

jeorité que les personnes séjournant au Canada pendant une courte période. Tous ces refus ont un point en commun, à savoir le gouvernement ne fournirait pas de raisons ni de mécanisme d'appel, même s'il était de portée limitée. Cela donne de la valeur au lobbying et à la publicité laquelle ne semble guère être le meilleur moyen de définir qui est un risque à la sécurité. Le directeur général de l'ACPU a participé à une tribune en juin sur la sécurité et les libertés civiles lors de l'assemblée annuelle de l'Association canadienne pour l'étude de la sécurité et du renseignement et a présenté une communication à l'assemblée annuelle de la Société historique du Canada intitulée «Keeping Professors Out, 1945-90» qui a documenté le présent article. Le président du Comité de la liberté universitaire et de la permanence de l'emploi et le directeur général ont renseigné le CSARS sur la nature des préoccupations de l'ACPU et il semble que ce dernier ne s'oppose pas à la création d'un mécanisme d'appel convenable en vertu de la loi existante.

M. Kerr a laissé entendre à M. John Bassett, le président du CSARS que la loi créant le comité d'appel indique qu'il peut entendre des appels portant sur des causes d'immigration ayant des conséquences sur la sécurité nationale. M. Kerr a ajouté que l'ACPU aimerait discuter avec lui des modalités de telles dispositions, en particulier la manière de traiter de façon opportune des cas des

professeurs séjournant ici pour une courte période. L'ACPU a déjà fait savoir que, si le CSARS crée un comité d'appel, elle serait disposée à envisager de représenter des professeurs ou des départements qui souhaitent appeler de décisions négatives fondées sur des motifs de sécurité nationale du ministère de l'Immigration. Les mécanismes d'appel du CSARS doivent demeurer quand même assez secrets. Toutefois, l'ACPU estime que la seule façon d'éprouver leur efficacité est de s'en servir. De plus, d'après la récente décision de la Cour d'appel fédérale dans l'affaire Robert Thomson, le CSARS a vraiment le pouvoir de renverser les décisions des ministères et il ne fait pas que conseiller le ministre. Il y a trente ans, Bora Laskin, alors président de l'ACPU, a enjoint le gouvernement de s'occuper de ces causes en fournissant des motifs convenables et un mécanisme d'appel. Son vœu sera peut-être exaucé.

L'un des héritages de la Guerre froide est que le ministère des Affaires extérieures, au début des années 1980, a pris la décision de ne pas admettre au Canada les universitaires nord-coréens. Il était difficile de comprendre pourquoi le Canada, qui admettait des universitaires de bien d'autres pays assujettis à des régimes autoritaires, adopta cette politique vis-à-vis la Corée du Nord. Dans le cadre de l'examen sur les dispositions relatives à la sécurité, l'ACPU a écrit au ministre des Affaires extérieures et lui a demandé de modifier

la politique si elle était toujours en vigueur, de manière à traiter également les universitaires de tous les pays aux termes des accords d'Helsinki.

M. Kerr a dit à M. Bassett qu'il y avait trois autres domaines sur lesquels il espérait que le CSARS fasse enquête. Le premier porte sur l'entente conclue en 1960 entre l'ACPU et le gouvernement fédéral visant à contrôler la présence des forces de sécurité dans les universités. L'entente disait principalement que la GRC, qui était à l'époque responsable des questions de sécurité, ne devait pas faire la chasse aux sorcières dans les campus mais qu'elle était autorisée à enquêter s'il y avait lieu de croire qu'un crime précis était commis ou à faire des enquêtes de sécurité dans le cas d'étudiants, par exemple, postulant un emploi au gouvernement nécessitant une autorisation de sécurité. La Commission McDonald a constaté que la GRC avait délibérément violé l'entente pendant les années soixante et au début des années soixante-dix. Toutefois, vers la fin des années soixante-dix, elle s'y est soumise avec réticence. Il est impossible de savoir si le CSARS a toujours respecté ou non l'entente Pearson/Laskin. L'ACPU a donc demandé au CSARS de songer à enquêter sur cette question pour déterminer si c'est bien ce qui s'est passé depuis la création du service en 1984.

Le recours à des indicateurs se rat-

Voir "campus" à la p. 18



Pierre Cadieux  
Solicitor General



# To the Editor

May 10, 1990

Dear Sir,

I heartily endorse your goal (Box on page 2 of the May issue of the CAUT/ACPU Bulletin) of using recycled paper in order to modulate the environmental costs of your publication.

An additional manner in which our impact on the environment might be tempered would be to dismount from parallel language publication bandwagon, which is such a redundant feature of the Canadian scene. I suspect that there may be journalistic methods of providing a soupçon of bilingualism to separate French and English language versions of the Bulletin.

The administrative inconveniences of dual versions are surely not insuperable. Even certain popular Federal publications such as the income tax forms are provided in the more economical and environmentally responsible single

language format.

I believe that as we gradually develop our embryonic sensitivity to the environment we may become increasingly willing to forego luxuries such as parallel language publications which add little to the quality of our lives while contributing measurably to bad ear-thing.

Donovan D. Thomas  
Department of Biological Sciences  
University of Windsor

May 26, 1990

Dear Don:

John Evans has passed along to me your letter of May since you raise the question of CAUT's long standing bilingual publication policy. This policy was reviewed and reaffirmed as recently as this past winter. It is based on the view that it is not sufficient for a national organization such as CAUT just to be officially bilingual. It ought to be

visibly so.

You refer to the practice of the federal government. The federal government has, thankfully, over the last two decades secured its identity as a bilingual institution. Moreover, it has the resources to individually direct publications to persons for whom it has previously determined a language preference.

CAUT, on the other hand, still struggles with the problem of bilingual identity. Many of our meetings still find Francophones having to speak English if they want to be certain of being understood because so many English-speaking academics still lack even a reasonable passive ability in the French language.

CAUT also relies heavily on bulk distribution of publications such as the Bulletin. Unless we switch to significantly more expensive individual mailings, it would be difficult to ensure each

month that you received your English language copy of the Bulletin while our Francophone colleagues at the University of Windsor, for example, are at the same time assured that their copies arrive in French. There are also those who would want to receive both versions so that they might be able to read articles in the language in which they were originally written.

While CAUT does try to be environmentally responsible, I believe this is a case where the gain to the environment from producing two unilingual versions of the Bulletin would not be such as to justify the repercussions of the impact on CAUT's functioning as an effective organization in both of Canada's official languages.

Yours sincerely,

Robert Kerr  
President, CAUT

## Réunion Suite de la page 8

suivre cette politique d'une manière significative.

Dans le but de mettre de l'avant les stratégies à l'échelle locale, régionale et inter-régionale, nous visons à compiler une série de rapports provinciaux ou régionaux sur les plans d'action actuellement en application ou élaborés dans chaque université. Nous projetons également la publication d'un supplément du Bulletin le printemps prochain consacré aux questions touchant les femmes.

Lors de la réunion de juillet, les membres ont accordé beaucoup de travail et d'attention à l'organisation de l'atelier annuel du Comité du statut de la femme. L'ancien comité nous a laissés des suggestions précieuses sur le thème de la violence contre les femmes dans les universités canadiennes, un sujet auquel on ne peut échapper à la lumière des événements qui se sont produits en décembre dernier à Montréal et dans plusieurs autres universités, mais là avec moins d'horreur. La planification de l'atelier est en marche. Surveillez les prochains numéros du Bulletin pour d'autres renseignements sur l'atelier.

Puisque la composition des membres des comités locaux sur la situation de la femme ou sur les questions touchant les femmes se renouvelle sans cesse, nous invitons les lecteurs et les lectrices de la

présente chronique à fournir au secrétariat de l'ACPU, à Ottawa la liste à jour des personnes ressources pour l'envoi des documents du Comité du statut de la femme. Nous publions également, à l'occasion, une lettre ouverte sur la situation de la femme. Vous pouvez ajouter votre nom à la liste d'envoi en communiquant avec Mariette Blanchette, la secrétaire du Comité du statut de la femme au secrétariat de l'ACPU.

Les nouvelles membres du comité ont toutes de l'expérience et connaissent les questions reliées au mandat du comité. Elles ont prouvé leur engagement à rendre les universités canadiennes plus justes, plus sûres et plus hospitalières à l'endroit des femmes. Nous sommes toutes conscientes que les travaux du comité de l'année dernière ont été entravés, puis finalement rendus impossibles à cause de circonstances controversées. Bien que nous ne soyons pas en mesure de juger qui a tort et qui a raison, nous souhaitons sincèrement exprimer notre reconnaissance envers le travail et l'engagement des membres du comité de l'an dernier et nous leur promettons que nous ferons de notre mieux pour tirer des leçons de leur expérience et pour mener à bien notre projet commun.

Susan Jackel  
Université de l'Alberta

## Pensions Suite de la page 12

ne se situant dans les fourchettes inférieures de revenu réel à l'avenir.

L'ACPU a soumis un mémoire au Comité sénatorial des banques et du commerce au mois de mars. Le mémoire comportait un élément important relatif à l'effet d'érosion qu'entraînerait une indexation partielle du seuil. L'Union des associations de professeurs d'université de l'Ontario, qui a présenté une motion sur la question à l'Assemblée du Conseil de février, a également exercé des pressions auprès du Sénat.

Le Sénat et la Chambre des communes sont maintenant dans une im-

patte à ce chapitre. La question sera donc réinscrite au programme parlementaire à l'automne. On suppose que, puisque l'entente sur la participation des provinces à la nomination des membres du Sénat en vertu de l'Accord du Lac Meech n'est plus, le premier ministre comblera avec des Conservateurs les postes déjà vacants au Sénat ainsi que les nouveaux. On ne sait pas si cette mesure impopulaire sera même adoptée alors, étant donné les préoccupations particulièrement grandes des personnes âgées au sujet de la disposition de récupération.

Robert Kerr  
Président

## Education Continued from page 11

how it all started? With what Reagan's first Treasury Secretary David Stockman later revealed was a deliberate monetary crisis by high-interest rates to make the continued financing of the public sector a millstone around taxpayer's necks. Reagan's government "got off their backs" too, but by jumping two-footed on them first.

And so higher education too has adapted to the "new reality" as a willing research and training organ of the World Corporation Empire. University administrators, grant-benefactors and multinational text-producers anxious to gear their "services", "packages", and "products" to the new academic program of being competitively for sale in the multinational market.

It is an ecumenical mission.

But a point needs to be made about education before its absorption into the system of world product mandate is complete.

No-one, it seems, has dared to notice yet, in public, that the logic of education and of the corporate market are in fundamental contradiction. An education, unlike a commodity in the free market, cannot be bought or sold (despite the best-selling sycophancy of Alan Bloom in his aptly titled *The Closing of the American Mind* which approves of higher education only if it's for the rich). Education has an opposite logic to the free market. It is earned, not purchased; studies for by oneself, not

produced by others; and internal development, not an external product; and a value in itself, not a medium for profit.

An education can never come, as every corporate commodity claims to, "problem free". The better it is, the deeper and tougher the problems it poses to the one who has it. Unlike any commercial product, an education cannot be "instant" or "ready-made" for its users. Nor can it be "guaranteed replacement" or "repaired cost-free". It cannot, in truth, be "produced" for, or "delivered to" or "reliably serviced" by another at all. As in learning how to think and write, it can only be achieved by one's own work, and it does not keep past the continuous demands it puts on its bearer. To say that it is consumed is a contradiction in terms, and if it is "sold on the open market", it's a fraud.

As for the principles of freedom governing education and the market, what is the best policy for selling a product - to offend no-one and no vested interest - is, as every definition of academic freedom recognizes, the worst possible policy for an institution seeking to advance and disseminate learning and truth.

The great irony of this greatest corporate takeover of all is that its imposition everywhere is sold as "anti-totalitarian", as "freedom" for all. The deepest signal of its success in stilling our capacity to think past it, is that we have come to assume this logic of the World Corporation Empire as an organizing principle of mind.

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# Universities under attack from the far right

The success of the far-right National Front (FN) has spilled over from the ballot box into the academic world. In the last few months, warning lights have been flashing in several French universities, from Lyons and Montpellier to Aix-en-Provence, Nantes and Lille.

There have been anti-immigrant tracts and neo-Nazi graffiti. More seriously, in January a magazine subsidised by the National Scientific Research Council (CNRS) and published by the Institute of Applied Mathematics and Economics (ISMEA) contained an article by Bernard Notin, a lecturer at Lyon-III University, which, among other things, cast doubt on the existence of the gas chambers. The board of ISMEA, when apprised the contents of the article (a guest editor has substituted it for another one at the last moment), described it as "racist, anti-Semitic and revisionist", and asked libraries to excise the offending article from their copies.

The academic community's reputation was further tarnished in March when the National Front named the 29 members of the "scientific council" it had set up to "enlighten Jean-Marie Le Pen and the party leadership on economic and social problems." Three-quarters of the council consists of university lecturers - who include Bernard Notin and Pierre Vial. Vial stood as FN candidate at the June 17 local by-election in Villeurbanne, where he cornered 36.7 per cent of the vote.

At the same time, the Front National de la Jeunesse, the FN's youth branch, is making increasing efforts to build up a federation of local student unions so as to campaign for "the selection of elites" and for "national preference" (priority given to French students).

Philippe Bernard reports on the advance of the far right in two universities, Aix-en-Provence and Lyon-III.

On May 10, in a lecture room at the Institut d'Etudes Politiques (IEP), a faculty of Aix-en-Provence University, a besuited third-year student was having a viva on the bulky theses which was to form the crowning achievement of his career at the political sciences polytechnic: "Caricature in France from 1789 and 1914". The atmosphere was relaxed and friendly. Fellow students had come to encourage him, while his two examiners were doing their best, in the nicest possible way, to catch him out.

Christiane Pigacé, a lecturer in history and institutions, was chairing the viva. For years now, her breezy dynamism and great accessibility have gone down well with students. "Two hundred of them are subjected to my perverse influence," she told me blithely.

Pigacé has long been obsessed with preserving "French identity", and resolutely hostile to both free-market values, Christianity, and the notion of the stage governed by the rule of law. At the beginning of the 1980's she felt drawn towards the New Right.

During the 1988 presidential election, she joined the National Front because she felt it needed an educational wing to promote "the rebirth of our identities" and because "the tolerance threshold as regards immigrants has long been exceeded."

Pigacé stood as an FN candidate in a working-class district of Marseilles at the 1988 local elections. But she threw her FN membership card into the waste bin during a meeting held to prepare the party's recent congress in Nice. ("I was protesting against a problem of internal democracy.") But she refuses to regard herself as having resigned and continues to sit on the party's so-called "scientific council".

Another member of the council is the dour Pierre Gourinard, her fellow examiner at the IEP viva in Aix. He

admits to admiring Charles Maurras (the monarchist and anti-Semitic founder of Action Française) and "a man of traditional Catholic sensibilities."

Gourinard, who has drawn a parallel between the "debate" over the holocaust and the controversy over the Katyn massacre, chaired the other viva that took place that afternoon in Aix, on the subject of "Charles Maurras and Germany".

A history teacher at an Aix school and part-time lecturer at the IEP, Gourinard comes from a pied noir background (Algerian-born French) and belongs to a quite different branch of the far right from Pigacé. He, too, recently took the plunge and opted for an open form of political commitment by standing as an FN candidate at the 1989 local elections. Like Pigacé, he sits on the FN's "scientific council".

In the academic world, too, the FN's recent successes have encouraged people belonging to different strands of the far right to pull together. Both Gourinard and Pigacé were unable to suppress a broad smile when the student who was being grilled on the history of caricature referred to a study "published by Presses du CNRS, a fact that lend it a certain scientific value" - a transparent allusion to the Bernard Notin affair.

Notin, the author of a revisionist and anti-Semitic article which caused a scandal when it appeared in a CNRS-subsidised magazine in January, also used to teach at the Aix IEP. Pigacé regards him as "a rather pacific old friend with just a touch of provocative ingenuousness, who thought intellectuals were allowed to express themselves freely."

The fact that two of the 100-odd lecturers at the Aix IEP are strong supporters of Jean-Marie Le Pen's party does not of course mean that the institution is a hotbed of FN militants - the vast majority of its staff members who hold any form of elected office are left-wing. But the situation is more complex than it might seem.

Whereas some teachers are indignant at the importance given to the FN militants, whom they describe as academic "small fry", others willingly acknowledge Pigacé's "intellectual charisma". One of them doubted that leftwing teachers were as close to their students as she was.

A student who claims to hate the FN chose her as his thesis supervisor "because she is capable of applying critical faculties to any subject." Another Pigacé fan, a woman student, says she was "captivated" by her when

she accompanied her to a meeting.

But Yves, a second-year student, has a totally different view of Pigacé. He dislikes the way she promotes her anti-human rights views during her lectures, and is turned off by her "long harangues on Pan-Germanism." "Teachers don't realise how things are going to the dogs," says Yves, who describes himself as a Gaullist. He was horrified by the "anti-Semitic and anti-Christian" literature a fellow student tried to sell him on the sly.

Bruno Etienne, a political science lecturer at the Aix IEP and an Arab expert says: "The far right's traditional themes have always struck a chord in law faculties. What has changed today is that the left is no longer properly structured."

Other academics see the situation rather differently. Madeleine Rebéroux, a history lecturer at Paris-VIII University and vice-president of the Ligue des Droits de l'Homme (Human Rights League), thinks that "what is completely new is the way certain university lecturers agree to be Le Pen's subordinates" by sitting on his "scientific council". She has sounded the alarm, for she believes that "the academic world, the bulwark of the anti-racist and democratic struggle, is crumbling."

The greatest offender is generally held to be Jean Moulin University in Lyons (Lyon-III), which Pierre Vidal-Naquet, a leading academic and authority on anti-Semitism, describes as "a den of Nazis".

At Lyon-III, both students and teachers are outraged by such accusations. "I'm sick of being called a fascist," grumbles Jacques Fayette, member of the Centre des Démocrates-Sociaux (a centrist party) executive, and business studies lecturer at the Institut d'Administration des Entreprises, a Lyon-III faculty where Notin now also teaches.

"I love my job, but if people keep insulting me I'll start looking elsewhere," Fayette says. Yet Lyon's entire academic community knows that Notin is by no means the only representative of his political confraternity at Lyon-III.

Lyon-III came into being in 1973 as a result of a split in Lyon-II caused by a bitter academic and ideological conflict. From 1978 to 1987, when the vice-chancellor was Jacques Goudet, a lecturer in Italian and former leader of the Rhône Service d'Action Civique (a rightwing Gaullist security corps), Lyon-III became a haven for the far right.

Lyon-III has four lecturers (out of some 350) who belong to the FN's



Jean-Marie Le Pen  
Leader - Far Right

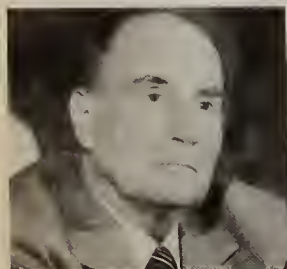
"scientific council" - more than any other French university. They are Notin, Jean Haudry, Jean Varenne and Pierre Vial, a founder member of the far-right political club, GRECE, and FN candidate at the recent Villeurbanne local by-election.

Also on Lyon-III's staff are Bruno Collinisch, an FN member of the European Parliament, Jacques Marlaud, the Lyons head of GRECE, Jean-Paul Allard, lecturer and chairman of the panel that not only passed a revisionist thesis by Henri Roques but awarded it a star, and Bernard Lugan, an expert on Africa who recently argued, in the FN's newly-fledged theoretical journal, *Identité*, in favour of setting up a "White State of South Africa," the key in his view to "the survival of the white race."

These lecturers, who are concentrated in the university's language and literature faculties, can function as a network when the occasion arises. The language faculty, whose successive deans until 1986 were Goudet and Collinisch, is about to appoint a successor to the present incumbent. The two possible candidates are Allard and Haudry.

Lugan is a senior lecturer who is seeking to become a professor. The Lyon-III "committee of specialists" whose job was to recommend candidates for the professorship in Lugan's subject put

See "Far Right" p. 18



Francois Mitterrand  
President, Republic of France



# Les ramifications de l'extrême droite à l'Université

A Aix-en-Provence, à Lyon-III, dans le syndicalisme étudiant, le Front national se sent pousser des ailes. Lyon, Montpellier, Aix-en-Provence, Mantes, Lille... Des clignotants s'allument çà et là sur la carte de France de l'extrême droite universitaire. De thèse «révisionniste» en tract anti-immigrés, d'article antisémite en graffiti néo-nazi, les universités n'échappent pas à la vague née des succès électoraux de M. LePen. Déjà élaborés par la publication dans une revue subventionnée par le Centre national de la recherche scientifique (CNRS) de la prose de M. Bernard Notin, maître de conférences à l'Université Lyon-III (le Monde daté 28-29 janvier), les milieux de l'université et de la recherche ont à nouveau eu la vedette lors de la publication des noms des vingt-neuf membres du «conseil scientifique» du Front national volontaires pour «éclairer» M. LePen et la direction de son parti «sur les problèmes économiques et sociaux» (le Monde du 30 mars). Dans le même temps, le Front national de la jeunesse, la branche «jeune» du FN, multiplie ses efforts pour fédérer une série de syndicats locaux d'étudiants favorables à la «sélection des élites» et à la «préférence nationale».

Aix-en-Provence, 10 mai. Dans une petite salle fraîche du premier étage de l'Institut d'études politiques (IEP), face à la cathédrale, un étudiant de troisième année, costume-cravate de circonstance, défend l'épais mémoire qui couronne sa scolarité à Sciences-Po. Ses camarades sont venus l'encourager, l'atmosphère est bon enfant. Deux enseignants font la critique de sa recherche consacrée à «La caricature en France de 1789 à 1914» et tentent gentiment de la coïncider.

Christiane Pigacé, maître de conférences d'histoire des institutions, a dirigé le travail. Son dynamisme souriant, sa grande disponibilité ont conquis depuis longtemps nombre d'étudiants. «Ils sont deux cents à subir ma perverse influence», lance-t-elle avec ravissement. Obsédée par la préservation de «l'identité française» et résolulement hostile au libéralisme comme à l'Etat de droit et au christianisme, elle avait été séduite par la «nouvelle droite» au début des années 80.

Au moment de l'élection présidentielle de 1988, elle a adhéré au Front national «parce qu'il avait besoin d'une armature pédagogique pour assurer la renaissance de nos identités» et que «le seuil de tolérance des immigrés est dépassé depuis longtemps».

Candidate aux cantonales de 1988 dans un quartier populaire de Marseille, Mlle Pigacé a récemment jeté sa carte du FN lors d'une réunion préparatoire à son congrès de Nice «pour protester contre un problème de démocratie interne». Mais elle refuse d'être considérée comme démissionnaire et continue de siéger au «conseil scientifique» du parti de M. LePen. «... tout comme son coéquipier de ce jour à l'IEP d'Aix-en-Provence, M. Pierre Gourinard, un professeur d'histoire, d'allure austère, qui se définit comme «maurassien» et de sensibilité catholique traditionaliste» sur le génocide à celui sur Katyn. C'est d'ailleurs lui qui assure la direction de l'autre mémoire soutenu cet après-midi-là, intitulé «Charles Maurras et l'Allemagne».



François Mitterrand  
président, République française

Pied-noir d'origine, enseignant dans un collège d'Aix, chargé de quelques «conférences de méthode» à l'IEP, et bien qu'issu d'une tout autre famille de l'extrême-droite, M. Gourinard a lui aussi franchi dernièrement le seuil du militantisme affiché en figurant sur la liste du Front national pour les élections municipales de 1989.

## Seconds couteaux

A l'université aussi, les succès du FN ont incité des sensibilités diverses de l'extrême-droite à se rapprocher. Pas plus que Christiane Pigacé, Pierre Gourinard ne pourra réprimer un large sourire lorsque l'étudiant qui planche sur l'histoire de la caricature cite une étude «parue aux Presses du CNRS, ce qui lui confère une certaine valeur scientifique», allusion transparente à l'affaire Bernard Notin, auteur d'écrits révisionnistes et antisémites, ancien enseignant à l'IEP d'Aix, que Mlle Pigacé considère comme «un vieux ami tranquille, avec un brin de candeur provocatrice, qui à tousjours cru qu'un intellectuel pouvait s'exprimer librement».

La présence de deux enseignants ouvertement lepénistes sur une centaine ne suffit évidemment pas à transformer en succursale du Front national un institut dont la grande majorité des représentants élus se classent à gauche. Mais la réalité est complexe.

Si certains professeurs s'indignent que l'on puisse faire tant de cas de «seconds couteaux» de l'université qui seraient selon eux les militants du FN, d'autres admettent volontiers le «charisme intellectuel» de Christiane Pigacé. «Les enseignants de gauche sont-ils aussi proches qu'elle des étudiants?» interroge l'un d'eux. Un étudiant qui affirme «haïr le FN» ne l'a-t-il pas choisie comme directeur de mémoire, «car elle est capable de critiquer n'importe quel sujet»? Une autre de ses admiratrices affirme, elle, avoir été «subjuguée» en l'accompagnant dans un meeting.

Mais l'impression d'Yves, étudiant en deuxième année est toute différente: il n'a pas apprécié l'hostilité aux droits de l'homme affichée dans son cours par Mlle Pigacé, ni ses «très longs développements sur le pangermanisme». «Les professeurs restent à côté des dérivés qui s'amorcent», ajoute ce jeune «gaulliste» horrifié par la littérature «antisémite et antichrétienne» qu'un camarade a tenté de lui vendre sous le manteau. «Les vieux thèmes de l'extrême-droite ont toujours reçu un écho dans les facs de droit. Ce qui a changé, c'est que la gauche n'est plus structurée», commente M. Bruno Etienne, professeur de sciences politiques à l'IEP d'Aix et spécialiste du monde arabe.

D'autres universitaires font une analyse de la situation quelque peu différente. Mme Madeleine Reberieux, professeur d'histoire à Paris-VIII et

vice-présidente de la Ligue des droits de l'homme, estime qu'«il est absolument nouveau de voir certains universitaires accepter une position de subordination par rapport à M. LePen» en siégeant dans son «conseil scientifique». Sonnant l'alarme, Mme Reberieux va jusqu'à affirmer que «l'université, verrou de la lutte antiraciste et démocratique, est en train de sauter». Première accusée: l'université Jean Moulin de Lyon (Lyon-III), qui, selon M. Pierre Vidal-Naquet, professeur à l'Ecole des hautes études en sciences sociales, est devenue «un repaire de nazis».

## L'affaire Notin

Sur place, l'accusation fait évidemment hurler enseignants et étudiants. «J'en ai assez de me faire traiter de facho», peste M. Jacques Fayette, membre du conseil national du Centre des démocrates-sociaux (CDS) et professeur de gestion à l'Institut d'administration des entreprises (IAE), où enseigne M. Bernard Notin, par qui le dernier scandale est arrivé: «J'adore ce métier, mais, si on continue de m'injurier, j'irai voir ailleurs», poursuit, excédé, M. Fayette. Au sein de la communauté universitaire lyonnaise, il ne fait pourtant mystère pour personne que M. Notin n'est pas seul de sa famille politique à Lyon-III.

Cette université, créée en 1973 par partition de Lyon-II à l'issue d'après conflits tant académiques qu'idéologiques, est devenue, de 1978 à 1987, une terre d'accueil pour l'extrême droite, sous la présidence de M. Jacques Goudet, un professeur d'italien, ancien responsable du SAC du Rhône.

Avec ses quatre enseignants - sur quelque 350 titulaires - membres du «conseil scientifique» du FN(I), Lyon-III, baptisée «université Jean-Moulin», établit une manière de record de France. Elle compte en outre dans ses rangs le député européen du Front national Bruno Gollnisch, le président du GRECE à Lyon Jacques Marlaud, l'universitaire qui accepta de présider le jury de la thèse «révisionniste» de M. Roques, M. Jean-Paul Allard, ainsi que M. Bernard Lugan, spécialiste de l'Afrique, qui plaiderait récemment dans la nouvelle revue théorique du Front national (2) en faveur de la création d'un «Etat blanc d'Afrique du Sud», clé de «la survie de l'identité blanche».

Concentrés dans quelques secteurs de l'université, les facultés de langues et celle de lettres tout particulièrement, ces universitaires peuvent fonctionner à l'occasion en réseau. La «fasc» de langues, dont le doyen fut successivement MM. Goudet et Gollnisch jusqu'en 1986, s'apprete à désigner un successeur à l'actuel titulaire: deux candidatures sont possibles, celles de MM. Allard et Haudry.

Quant à M. Bernard Lugan, maître de conférences qui souhaite accéder au



Jean-Marie Le Pen  
Leader - extrême droite

rang de professeur, il a été classé en tête par la commission de spécialistes sur la liste proposée au Conseil national des universités. Enfin, comment ne pas remarquer que Georges Pinault, ce militant bretonnant auteur d'écrits pro-nazis de soixante et un ans a été nommé à la dernière rentrée maître de conférences associé de cette ancien sur la recommandation de son directeur de thèse, M. Jean Haudry?

## PASSIVITE ET COURTOISIE

S'il est acquis depuis avril que M. Pinault n'enseignera plus à Lyon III - l'an prochain, c'est simplement parce que le contingent national d'enseignants associés dont il faisait partie a été supprimé par l'éducation nationale. Il a d'ailleurs fallu la pression insistante du ministère et de son recteur, de M. Michel Noir, maire de Lyon, de multiples articles de presse, et les événements de Carpentras pour que le conseil d'administration de l'université Jean-Moulin consente à commencer à balayer devant sa porte (le Monde du 17 mai).

«Il existe une grande passivité et une grande courtoisie parmi nous», reconnaît un enseignant de la faculté de langues. «On ne veut pas causer de désagrément à des collègues et on ne vit pas au rythme des médias. Mais, aujourd'hui, les gens se rendent compte que leur université a une sale image à cause de quelques éternuements».

La relative faiblesse des réactions internes à l'université semble pouvoir s'ex-



**Far Right****Continued from page 16**

his name at the top of the list they submitted to the National Universities Council.

And it is no coincidence that at the beginning of the last academic year Georges Ponault (alias Goulven Pennaod), a 61-year-old Breton militant and author of pro-Nazi tracts, was appointed associate lecturer in Celtic on the recommendation of his thesis supervisor, Jean Haudry.

It has become clear since April that Pinault will no longer be teaching at Lyon-III next year, because but the national corps of associate lecturers to which he belonged has been abolished by the Education Ministry.

It was only after heavy pressure from the ministry, the region's chief education officer and Lyons mayor Michel Noir - not to mention numerous exposés in the press and wide-spread horror at the desecration of the Jewish cemetery in Carpentras - that the board of Lyon-III University agreed to put its house in

order by suspending Notin.

A teacher in the language faculty explains: "We're very unaggressive and courteous in our relations with each other. We don't like causing unpleasantness of colleagues, and we're not used to living in the glare of publicity. But the staff are now beginning to realise that their university has been given an execrable image by a handful of troublemakers."

Another reason for the relatively feeble reactions within the university is that this is not an issue which has mobilised students. They are patently more alarmed by the plummeting reputation of their faculty than by the racist or revisionist writings. "I don't feel concerned by what happened between 1939 and 1945. What's more, I don't have the good fortune to be Jewish," says Jean-Luc, a business studies student.

Such remarks are a far cry, no doubt, from the professional anti-Semitism of the Goupe Union Défense (GUD) at Paris-II University (the notorious Assas law faculty), which put up a poster last

year advertising a "striped pyjama party with Zyklon B cocktails." But there have been stirrings of intolerance in certain sections of the student community.

The FN's youth section, the National Front de la Jeunesse (FNJ), which claims to have over 12,000 members, has set itself the target this year of "creating the right conditions for nationalist unions to be established in universities."

The FNJ's head, 28-year-old Martial Bild, admits that one of his aims is "to recruit high-calibre cadres for the FN and the FNJ among university students."

Christophe Degrave was chosen "on merit" to run the FNJ's student section. He is highly regarded because, at Rouen University in 1987, he managed to persuade students dissatisfied with existing rightwing student unions to rally to "an independent list of rightwing students" that won over 50 per cent of votes at the medical faculty elections (but only a 10 per cent turnout, or 210 voters) and 25-30 per cent in the law and economics faculties elections.

One or two promising results like that

do not mean that the FNJ has made a breakthrough, particularly as the traditional rightwing student unions apparently will not allow their territory to be poached on. But the FNJ has a clear strategy: it aims "to rely on support from sympathetic teachers" and to find new ways of helping students out (by selling duplicated lecture notes to them, for example, or taking them in hand when they register), but is careful never to mention Le Pen in its tracks.

The FNJ believes that its call for the introduction of a "selection system based on work" is in line with the new aspirations of students faced with the problem of overcrowded universities. A tract headed "Student Renewal" has violently criticised faculties it describes as "Third-World dumping grounds" and called for priority to be given to French and European students. So far - but only so far - such battle cries have failed to elicit any response from the great majority of students.

Guardian Weekly  
June 24, 1990

**Extrême****Suite de la page 17**

pliquer aussi par la non-mobilisation des étudiants, visiblement plus alarmés par la dégradation de la réputation de leur «fac» que par les écrits racistes et «révisionnistes» d'un enseignant. «Je ne me sens pas concerné par ce qui s'est passé en 39-45. Il faut vivre avec son temps. D'ailleurs, je n'ai pas la chance d'être juif», lance Jean-Luc, un étudiant en gestion qui préside les associations de Lyon-III spécialisées dans l'insertion professionnelle.

On est très loin, sans doute, de l'antisémitisme professionnel du Groupe union défense (GUD) de Paris-II (Assas), qui n'hésitait pas, l'an passé à placarder une affiche invitant à une «soirée pyjama rayé avec cocktail Zyklon B». Mais des germes d'intolérance se sont développés aussi chez quelques étudiants.

Se sentant pousser des ailes, le Front national de la jeunesse (FNJ), qui revendique plus de 12 000 adhérents, s'est donné pour tâche cette année de «créer les conditions de l'implantation de syndicats nationalistes dans les universités». Le «directeur» du FNJ, M. Martial Bild, ving-huit ans, conseiller municipal à Rosny-sous-Bois (Seine-Saint Denis) ne

cache pas que l'un des objectifs consiste à «recruter des cadres de valeur dans l'université pour le FN et le FNJ».

Christophe Degrave a été choisi «au mérite» pour diriger le secteur étudiant; on lui est gré d'avoir réuni à l'université de Rouen en 1987 «tous les déçus des syndicats de droite, type UNI ou CELF» sous la bannière d'une «liste indépendante des étudiants de droite» qui a obtenu plus de 50% des voix aux élections au conseil d'UFR de médecine (avec seulement 10% de participation, soit 210 votants) et de 25 à 30% en droit et sciences économiques.

Le mot d'ordre aujourd'hui consiste à tenter de confédérer sous l'étiquette du «Renouveau étudiant» les listes amies apparues sous différentes appellations à Nantes, Bordeaux, Vannes, Angoulême, Lille et Paris.

Quelques résultats prometteurs ne signifient nullement une percée d'autant que les syndicats traditionnels de droite comme l'UNI ne semblent pas décidés à se laisser tailler des croupières. Mais le FNJ a sa stratégie: «s'appuyer sur le corps professoral ami», développer l'aide aux étudiants (vente de photocopies, accueil lors des inscriptions), et «ne jamais citer Le Pen dans nos tracts». Il estime que sa revendication

de l'instauration d'un «système de sélection par le travail» correspond aux nouvelles aspirations des étudiants confrontés à la saturation des universités. Le tract distribué au nom du «Renouveau étudiant» s'insurge aussi contre les facultés «dépotoirs du tiers-monde» et réclame une priorité pour les Français et les Européens. Des thèmes jusqu'à présent... étrangers à la grande masse des étudiants.

Philippe Bernard  
Le Monde  
18 mai 1990

**Subversion****Continued from page 14**

CAUT has not won that battle. However, last year the Solicitor-General stated that he had authorized the use of some informers in certain universities. Correspondence with two successive Solicitors-General did not elicit any further useful information. As a consequence Prof. Kerr has asked SIRC to investigate the use of informers, whether paid or unpaid, on university campuses.

However, Solicitor-General Cadieux did state explicitly that when members of CSIS were enrolled as students, they were under orders not to engage in surveillance of the classroom activities of the faculty or students.

Finally the CAUT has been concerned

about the issue of targeting. If the security forces target a particular individual and that individual goes on to the campus, presumably CSIS will continue to follow that person. The RCMP used to argue that if such a person went to a meeting, they then had the authority to target all the people in that meeting. If this were indeed policy, it would drive a truck through the Pearson/Laskin agreement. Prof. Kerr has asked SIRC to investigate targeting in this context.

CAUT hopes that it will be possible through the good offices of SIRC to ensure that the relations between CSIS and the university are free of the abuses of the past and that proper safeguards, including effective appeal procedures, work.

**Campus****Suite de la page 14**

tache à la question. L'ACPU a allégué qu'il fallait employer des indicateurs seulement si un mandat judiciaire l'autorisait. L'ACPU n'a pas encore gagné la bataille. Cependant, le solliciteur général a déclaré l'année dernière qu'il avait autorisé l'emploi de quelques indicateurs dans certaines universités. La correspondance échangée avec deux solliciteurs généraux successifs n'a pas permis de tirer d'autres renseignements utiles. M. Kerr a donc

demandé au CSARS d'enquêter sur l'emploi d'indicateurs, rénumérés ou non, dans les campus universitaires.

Cependant, M. Cadieux, le solliciteur général, a déclaré de façon explicite que lorsque des membres du SCRS sont inscrits comme étudiants, ils ont l'ordre de ne pas surveiller la classe du professeur ou des étudiants.

Enfin, l'ACPU se préoccupe de la question de la surveillance d'une per-

sonne en particulier. Si les forces de sécurité vise une personne en particulier et que cette personne fréquente le campus, nous présumons que le SCRS continuera de la suivre. La réplique habituelle de la GRC était que si une personne assistait à une réunion, les agents avaient l'autorité de viser toutes les personnes de ladite réunion. Si, en effet, il s'agissait là d'une politique, elle donnerait le coup de grâce à l'entente

Pearson/Laskin. M. Kerr a demandé au CSARS d'enquêter sur la surveillance d'une cible dans ce contexte.

L'ACPU espère qu'il sera possible par l'entremise du CSARS de veiller à ce que les relations entre le SCRS et les universités soient exemptes d'abus comme il y en a eu par le passé, et que des garanties convenables, notamment des procédures d'appel efficaces, seront fructueuses.



# Projet de loi sur le contrôle des armes à feu

Les étudiants de Poly accueillent froidement le projet de loi sur le contrôle des armes à feu.

Si Montréal et la CUM accueillent avec joie le projet de loi sur le contrôle des armes à feu présenté mardi par la ministre fédérale de la Justice Kim Campbell, les étudiants qui ont vécu l'horrible tuerie de l'Ecole Polytechnique estiment que ces mesures ne vont pas assez loin.

Pas assez musclé ce projet de loi, estime l'Association des étudiants de Polytechnique, qui avait remis à la ministre Campbell en avril dernier une pétition de plus d'un demi million de signatures réclamant un contrôle sévère des armes à feu au Canada. Selon M. François Legendre, nouveau président de l'AEP, la série de mesures déposées à Ottawa n'est qu'un «petit pas en avant» et n'empêchera probablement pas des déséquilibres de commettre des crimes comme celui de Polytechnique où

14 jeunes femmes ont été abattues par balles.

«Nous réclamions que le préambule de la loi institue le fait de posséder une arme comme un privilège. Ce qui n'a pas été fait. On aurait aussi voulu que la capacité mentale et médicale d'une personne faisant une demande de permis puisse être vérifiée», a-t-il insisté. De fait, le projet de loi n'institue aucune mesure du genre, pour la seule raison que de telles vérifications contreviendraient à la Charte des droits et libertés.

Les étudiants de Polytechnique auraient aussi souhaité que les détenteurs d'armes aient à montrer patte blanche tous les ans, en passant des attestations de bonne pratique. Le renouvellement annuel du permis, plutôt qu'à tous les cinq ans aurait aussi permis un meilleur contrôle des détenteurs d'armes, estime M. Legendre.

On voulait non seulement un contrôle sur les armes, mais sur les personnes qui

les manipulent. Ces mesures auront sûrement un certain impact, mais très limité», a-t-il avoué, déçu.

D'un tout autre avis, la Ville de Montréal, qui s'était faite, en janvier dernier, le déclencheur d'un mouvement municipal prônant le contrôle des armes à feu, a exprimé hier sa satisfaction face aux mesures proposées par Mme Campbell.

«C'est un pas dans la bonne direction. Moins il y aura d'armes en circulation, plus la population de Montréal sera à l'abri de la violence», a indiqué le maire dans un bref communiqué, approuvant la décision d'intégrer la Fédération canadienne des municipalités au comité consultatif sur le contrôle des armes à feu qui sera créé.

Même son de cloche à la Communauté urbaine de Montréal, où l'on trouve que le projet de loi répond «dans une large mesure» aux attentes des municipalités qui avaient réclamé le ban

des armes militaires et para-militaires.

Mais à la Fédération québécoise de tir, qui regroupe 5 000 tireurs sportifs et des chasseurs, on voit la chose d'un tout autre oeil.

Non seulement ce contrôle n'empêchera pas les criminels de parvenir à leur fin, mais il nuira d'ailleurs aux propriétaires légitimes d'armes à feu, estime le président de la Fédération, M. Michel Ouellette. «L'arbitraire complet règne en ce qui a trait à la définition de l'arme militaire, estime-t-il. Ça va rendre seulement les choses plus compliquées pour les gens honnêtes alors que le marché noir sera toujours là pour approvisionner les criminels».

Selon M. Ouellette, ces mesures ne donneront qu'un sentiment de sécurité fictif au public, mais ne régleront pas les problèmes de criminalité.

Isabelle Paré  
Le Devoir  
28 juin 1990

## Canadian Society for the Study of Higher Education meets

«Higher Education and the Public Policy Agenda» was the theme of this year's annual conference of The Canadian Society for the Study of Higher Education (CSSHE), one of the Learned Societies that met at the University of Victoria in June. The keynote address was given by Dr. Robert T.H. Smith, formerly a faculty member and then administrator at U.B.C., former chair of the National Board for Employment, Education and Training, Australia, and now Vice Chancellor, University of New England in Australia. His talk, entitled «Higher Education in the Public Policy Agenda: Hard Federalism vs. Soft Federalism», presented what this writer considers to be a chilling picture of the consequences for universities of the shift from soft to hard federalism in Australia in recent years. This, according to Smith, is characterized by the involvement of the government in the affairs of the university with respect to program advice and delivery, the definition of goals and objectives of institutions, the management of universities, the management of research and the reintroduction of a partial principle of user pay.

Canadian provincial and federal governments were represented by the speakers in subsequent plenary sessions. Gary Mullins, Deputy Minister of Advanced Education in British Columbia, shared his perspective on the government-university interface. He spoke of the advisory role of the deputy minister; of the current public policy environment as it affects education, in particular the importance of unemployment rates and a «national consensus» about the need for human resource development; of the frustration experienced by both governments and universities with respect to budgets; and of the government's requirements and concerns about «accountability». He sees the government as a «contract administrator» monitoring university spending and operations, and univer-

sities as instruments of public policy. As was pointed out in subsequent discussion, «hard federalism» is the Australian experience seems to have come to British Columbia.

Stewart Goodings of the federal Department of the Secretary of State looked at postsecondary education policy from the point of view of a federal bureaucrat. He described the feeling of marginality experienced by federal officials with respect to postsecondary education policy in Canada, and how different this is from other policy areas in which federal/provincial relationships are more established. He described the history of federal government involvement in the development of postsecondary education in Canada. The National Forum on

Postsecondary Education held in Saskatoon in 1987 provided for Goodings a concrete illustration that the two levels of government could work together. He is hopeful that the National Task Force on Human Resource Development, which involves both levels of government, will provide a synthesis and consensus for new directions for the future.

About a dozen other sessions were held at the CSSHE meeting in which papers were presented on the major theme and on the associated themes of quality in higher education and multiculturalism in higher education. Winners of the CSSHE's three awards were announced during the annual meeting. The Dissertation Award was presented to Jamie-Lynn Magnusson whose thesis at the University of

Manitoba, entitled «Person-Behavior Beliefs, Behavior-Outcome Beliefs and Students' Use of Academic Resources: the effects of teaching in the university setting», addresses how university professors can influence students and encourage effective help-seeking strategies in their classrooms. The CSSHE's first Research Award for distinguished contributions to research in Canadian postsecondary education was presented to Professor Michael Kolnik of the Ontario Institute for Studies in Education. Sam Smith, a past President of the Society, was presented with its Distinguished Member Award.

Helen Breslauer  
Senior Research Officer  
OCUFA

### ICUTO

Continued from page 9

(FAUSA) will act as an international clearing house for data and action plans in order to implement this.

The delegation from New Zealand reported that the Labour government had introduced university legislation which would have destroyed the autonomy of the universities, devalued academic freedom, and generally given the politicians and the bureaucrats unlimited powers to meddle in the internal affairs of each university. Thanks to a storm of protest in New Zealand and, through the ICOTU network, a parallel international protest which was well advertised in the New Zealand media, 125 pages of amendments were successfully put to the bill. The opposition has promised to remove the remaining objectionable clauses if it comes to power in the October election, as seems likely.

Delegates heard reports on various aspects of salary policy - how to make effective international comparisons of salaries and benefits as well as the calculation of the salaries of academical-

ly related staff. There was also a discussion of the strike weapon, which appears to have been used most frequently in Canada and in Sweden. The AUT in the United Kingdom agreed to create a clearing house for salary and related information.

The French delegation made a plea for support for a UNESCO convention on postsecondary education. Such a convention has existed for primary and secondary education since the 1970s, but plans for a similar post-secondary education convention have languished due to inaction by governments.

Besides Canada the universities

### Pensions

Continued from page 12

fully indexing the threshold. The Ontario Confederation of University Faculty Association, which had introduced a motion on this issue at the February Council, also carried out a Senate lobby.

The Senate and the House of Commons are now deadlocked on this question. It will, therefore, return to the parliamentary agenda in the fall. It is speculated that, since the agreement for

provincial participation in Senate appointments under the Meech Lake Accord is dead, the Prime Minister will now fill up a backlog of Senate vacancies, as well as some new vacancies, with Conservatives. It is unclear whether this unpopular measure would pass even then, given the particularly strong concern about the clawback among senior citizens.

Robert Kerr  
President



# If you are asked to spy

Detente in Eastern Europe may make us forget that there are authoritarian regimes elsewhere in the world whose governments may wish to extend their reach in a clandestine way into Canada. This can be particularly worrisome for foreign faculty and students who are working at or studying at a Canadian university. There have been disturbing rumours that the embassies in Ottawa of some dictatorial regimes have in the past few years attempted to recruit informers or worse among their own nationals in Canadian universities. These apparently have sometimes involved threats against such foreign nationals or against their families. These incidents, of course, arise most frequently when foreign faculty or students at Canadian universities oppose the authoritarianism of the regime back home. There are also examples where individuals have been recruited as informants by their own governments prior to their arrival at Canadian universities, i.e. an exit visa was issued on condition of an agreement to inform.

If such actions involve threats, intimidation or physical violence, they are clearly in violation of Canadian law. It should also be noted that they are in all likelihood actions which would, in

law, require an investigation by the Canadian Security Intelligence Service. The definition of threats to the security of Canada in the act setting up the Canadian Security Intelligence Service includes: "... foreign influenced activities within or relating to Canada that are detrimental to the interests of Canada and are clandestine or deceptive or involve a threat to any person, - activities within or relating to Canada directed toward or in support of the threat or use of acts of serious violence against persons or property for the purpose of achieving a political objective within Canada or a foreign state. ..."

Any legal sanctions that would result from a CSIS investigation would, of course, flow from other Canadian laws.

There has been public discussion in recent years of one or two such cases but, in general, foreign academics and students have preferred to keep quiet. There was an incident where the South African embassy recruited informers to spy on campus organizations in Manitoba. There have also been allegations of intimidation of Chinese students and faculty in Canada.

What should a foreign national do if they are approached by their embassy or

an agent of their government to spy on or intimidate fellow nationals on campus? It is not an easy question for an individual to answer given the levers in the hands of a foreign dictatorial government, but if he or she wishes both to refuse and to complain in Canada, there are routes to do so. Students can complain to the foreign student adviser on their campus and can usually secure free legal advice in such a situation from the university. Individuals can, if they wish, directly approach the RCMP, CSIS, or the Department of External Affairs, but this is apt to seem pretty intimidating to foreign academics or students. Both faculty and students can ask the CAUT to intervene or to act for them, particularly in terms of approaching CSIS, the RCMP or the Department of External Affairs. People who live under dictatorial regimes are not likely to jump at the notion of an intervention by the Canadian security service or the police. However, CSIS has the legal obligation to advise the federal government that a particular action is a threat to the security of Canada as defined in the CSIS Act and can recommend that the person or persons involved, whether they have diplomatic immunity or not, be deported from

Canada. If the agents of a foreign power are committing or advising someone to commit a felony, they can be tried within the criminal courts in Canada unless they have diplomatic immunity. Those with immunity can, of course, be expelled. Legal actions would be within the jurisdiction of the RCMP or of the provincial police forces in Ontario and Quebec.

Canadians can also be approached by such regimes as the incident involving the South African embassy illustrated. The same appeal channels are, of course, open to them as well.

There are also other ways in which foreign embassies can try to intimidate the Canadian university community. There have been examples, for instance, of officers of foreign embassies attending meetings of learned societies in Canada with the purpose of silencing their own nationals whether they are presenters of papers or simply involved in discussion. There was a blatant example of such activity in the 1988 conference of the Canadian Association of African Studies at Carleton University.

CAUT would be interested in hearing from Canadian or foreign academics who have information about any activities of this type.

## Si on vous demande de vous livrer à l'espionnage

La diminution des tensions dans les pays de l'Est peut nous inciter à oublier qu'il existe dans le monde d'autres régimes autoritaires dont les gouvernements peuvent vouloir étendre clandestinement leur influence jusqu'au Canada. La situation peut être particulièrement inquiétante pour les professeurs et les étudiants qui travaillent ou qui étudient dans les universités canadiennes. Selon certaines rumeurs troublantes, au cours des dernières années, les ambassades de certains pays à régime autoritaire à Ottawa ont tenté de recruter des indicateurs - ou pire encore - parmi leurs nationaux travaillant ou étudiant dans des universités canadiennes. Ils ont parfois menacé les personnes ou leur famille. Bien entendu, ces incidents surviennent généralement lorsque les professeurs ou les étudiants des universités canadiennes s'opposent au régime autoritaire de leur pays d'origine. Il est également arrivé que des personnes aient été recrutées comme informateurs par leur propre gouvernement, et ce, avant même d'entrer à une université canadienne; dans ces cas, le gouvernement a émis un visa de sortie en échange de l'engagement de la personne à fournir des informations.

Si les gouvernements étrangers menacent la personne, l'intimidation ou ont recours à la violence physique, ils vont indéniablement à l'encontre du code criminel canadien. Mentionnons également qu'il s'agit probablement d'actes qui, en vertu de la loi, devraient faire l'objet d'une enquête par le Service canadien du renseignement de sécurité

(SCRS). La Loi sur le Service canadien du renseignement de sécurité englobe les éléments suivants dans les menaces à la sécurité du pays :

- les activités influencées par l'étranger qui touchent le Canada ou s'y déroulent et sont préjudiciables à ses intérêts, et qui sont d'une nature clandestine ou trompeuse ou comportent des menaces envers quiconque;
- les activités qui touchent le Canada ou s'y déroulent et visent à favoriser l'usage de la violence grave ou de menaces de violence contre des personnes ou des biens dans le but d'atteindre un objectif politique au Canada ou dans un Etat étranger;

Il est bien évident que toute peine juridique imposée à la suite de l'enquête menée par le Centre canadien du renseignement de sécurité le serait en vertu des lois canadiennes.

Ces dernières années, quelques cas du genre ont fait l'objet de discussions publiques, mais en règle générale, les professeurs et les étudiants étrangers ont préféré demeurer dans l'ombre. Il y a eu un cas où l'ambassade de l'Afrique du Sud recrutait des informateurs afin d'espionner les organismes d'un campus universitaire au Manitoba. On a également allégué que des étudiants et des professeurs chinois avaient été intimidés au Canada.

Qu'est-ce qu'un national devrait faire si l'ambassade de son pays ou un agent du gouvernement lui demandait d'espionner ou d'intimider ses compatriotes sur le campus? Il n'est pas facile de répondre à cette question étant donné les atouts que le gouvernement

dictatorial a en mains. Toutefois, si la personne désire refuser et porter plainte au Canada, elle peut le faire de différentes façons. Les étudiants peuvent se plaindre auprès du conseiller pédagogique pour les étrangers sur le campus et peuvent habituellement bénéficier de consultations juridiques offertes gratuitement par l'université. Ils peuvent également, s'ils le désirent, s'adresser directement à la Gendarmerie royale du Canada (GRC), au Service canadien du renseignement de sécurité ou au ministère des Affaires extérieures, mais un tel processus peut sembler très intimidant au professeur ou à l'étudiant étranger. Les professeurs ou les étudiants peuvent également demander à l'ACPU d'intervenir ou d'agir en leur nom, notamment lorsqu'il s'agit de s'adresser au SCRS, à la GRC ou au ministère des Affaires extérieures. Les personnes assujetties à un régime dictatorial ne seront probablement pas très enthousiastes à l'idée de faire intervenir le SCRS ou la police. Cependant, le Service a l'obligation légale d'aviser le gouvernement fédéral si une action particulière constitue une menace à la sécurité du pays en vertu de la Loi sur le Service canadien du renseignement de sécurité; il peut en outre recommander l'expulsion de la personne ou des personnes touchées, qu'elles bénéficient ou non de l'immunité diplomatique. Si les agents d'un gouvernement étranger commettent un crime ou incitent quelqu'un à commettre un crime, ils peuvent être poursuivis devant les cours criminelles du Canada sauf s'ils bénéficient d'une immunité diplomatique.

Ceux qui bénéficient d'une telle immunité pourront bien sûr être expulsés. Les dispositions légales relèveraient de la GRC ou des corps policiers provinciaux dans le cas de l'Ontario et du Québec.

Comme l'a bien montré l'incident touchant l'ambassade d'Afrique du Sud, il peut arriver que les gouvernements approchent des Canadiens. Bien entendu, ceux-ci peuvent utiliser les mêmes recours que les nationaux.

Les ambassades étrangères peuvent également tenter par d'autres façons d'intimider les professeurs ou les étudiants d'universités canadiennes. On a déjà vu, par exemple, des représentants d'ambassades étrangères participer aux assemblées de sociétés savantes au Canada dans le but de réduire au silence d'autres personnes de leur pays qui donnaient une communication ou qui participaient simplement à des discussions. On a eu un exemple flagrant d'une telle façon de faire en 1988, au cours du congrès de l'Association canadienne des études africaines qui avait lieu à l'université Carleton.

L'ACPU invite les Canadiens ou les professeurs et les étudiants étrangers qui sont au courant d'activités du genre à communiquer avec elle.

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City/Ville \_\_\_\_\_ Province \_\_\_\_\_ Code \_\_\_\_\_











of reading and reading disabilities or the research record about instructional methods, models of reading, development and adult reading, reading disability and reading remediation. Preference is given to those who should have considerable experience in teaching and thesis supervision. The position is available July 1st, 1990. For further information, contact Dr. D. MacLennan, Director of the University of Alberta, Department of Curriculum and Instruction, 100-116 St. Albert Street, Edmonton, Alberta T6N 1N4. The University of Alberta is an equal opportunity employer.

**UNIVERSITY OF CALGARY** Department of Curriculum and Instruction is seeking applications for an Assistant or Associate Professor (tenure-track) in the area of reading and reading disabilities commencing July 1, 1991. Responsibilities include teaching undergraduate and graduate students, supervising student teachers, and conducting research. Preference is given to applicants with a completed doctorate, specialization in reading and/or experience in the teaching of subjects such as language, mathematics, social studies, and/or experience in collaborative work with school teachers. The successful candidate must have qualifications and experience in accordance with Canadian Immigration regulations. Preference will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from women, aboriginal people, visible minorities, and people with disabilities. The University of Calgary is an equal opportunity employer. For further information, contact the Department of Curriculum and Instruction, University of Calgary, 200 University Drive, Calgary, Alberta, T2N 1N4.

**UNIVERSITY OF CALGARY** Department of Curriculum and Instruction is seeking applications for an Assistant or Associate Professor (tenure-track) in the area of reading and reading disabilities commencing July 1, 1991. Responsibilities include teaching undergraduate and graduate students, supervising student teachers, and conducting research. Preference is given to applicants with a completed doctorate, specialization in reading and/or experience in the teaching of subjects such as language, mathematics, social studies, and/or experience in collaborative work with school teachers. The successful candidate must have qualifications and experience in accordance with Canadian Immigration regulations. Preference will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from women, aboriginal people, visible minorities, and people with disabilities. The University of Calgary is an equal opportunity employer. For further information, contact the Department of Curriculum and Instruction, University of Calgary, 200 University Drive, Calgary, Alberta, T2N 1N4.



from all qualified candidates, including women, aboriginal people, visible minorities, and persons with disabilities. Applicants are requested to send a complete curriculum vitae and to have three letters of reference by November 1, 1990, to Dr. Douglas A. Roberts, Head, Department of Civil and Environmental Engineering, Faculty of Education, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

**THE UNIVERSITY OF CALGARY** Department of Curriculum and Instruction invites applications for a tenure-track position as Professor (tenure-track) in social studies education with particular reference to elementary school curriculum. Responsibilities include teaching undergraduate and graduate courses, supervising student teachers and graduate students, and conducting research in social studies education. Preference is given to candidates with a social studies education, specialization in curriculum with particular reference to teaching in elementary school. Interests in general curriculum studies, classroom teaching experience and experience at collaborative work with school practitioners. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and persons with disabilities. Applicants are requested to send a complete curriculum vitae and to have three letters of reference by November 1, 1990, to Dr. Douglas A. Roberts, Head, Department of Curriculum and Instruction, Faculty of Education, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

## ENGINEERING

**UNIVERSITY OF TORONTO** The Department of Electrical Engineering invites applications for a tenure-stream Assistant or Associate Professor position in the field of Computer Engineering. Starting January 1, 1991. The preferred subarea is software engineering and computer architecture. The successful candidate will hold a major appointment in the Department of Computer Science. The position involves both research and teaching in the undergraduate and graduate levels. Applicants must have a doctoral degree in Electrical Engineering, an outstanding academic record and a proven teaching ability. Applicants should send a resume, a statement concerning teaching and research interests, a list of three references, and a letter of recommendation from a senior faculty member to: Selwa G. Zaky, Acting Chairman, Department of Electrical Engineering, University of Toronto, Toronto, Ontario, Canada M5S 1A4. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is an equal opportunity employer.

**UNIVERSITY OF BRITISH COLUMBIA** Department of Civil Engineering. Applications are invited for a tenure-track position in the field of Civil Engineering Materials. The successful candidate will be expected to teach undergraduate courses, and to be strongly involved in graduate teaching and research. A strong background in expertise in any aspect of Civil Engineering Materials is required. Preference will be given to those with special interests in concrete, and particularly in the areas of structural materials and the behaviour of concrete in civil engineering structures. A research interest in one or more of the following areas would be desirable: fracture mechanics, durability, continuum mechanics, advanced materials, dynamic properties, fibre reinforced concrete. Qualifications should include an undergraduate engineering degree and a Ph.D. in Civil Engineering or a related area. Deadline for applications: September 1, 1990 with an appointment to be made effective July 1, 1991. The position is subject to final budgetary approval with a salary commensurate with qualifications in accordance with Canadian immigration requirements. This advertisement is directed to Canadian citizens and permanent residents. Please send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. W. K. Piller, Head, Department of Civil Engineering, University of British Columbia, 2216 Main Mall, Vancouver, B.C. V6T 1W5; or to: Dr. B.C. Gnanapavan, 2228-2230, The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals, including women, aboriginal people, visible minorities, and persons with disabilities. The position is subject to final budgetary approval.

**UNIVERSITY OF BRITISH COLUMBIA** The Department of Electrical Engineering, University of British Columbia, invites applications for a tenure-track appointment as Assistant or Associate Professor in Control Systems. Areas of interest include hardware architecture, parallel/concurrent systems, real-time systems, and image based measurement systems. The required industrial and/or teaching experience would be useful. The successful applicant will be expected to teach at the graduate and undergraduate levels, supervise graduate students, and be involved in research. The Department of Computer Science is facilitated through the Centre for Integrated Systems Research. The position is commensurate with qualifications and experience. Start-up funds are available for research. The University provides graduate student research assistants. Priority will be given to applications received on or before October 31, 1990.

To apply, send curriculum vitae, reprints of published papers, and names of at least three references to: Dr. W. K. Piller, Head, Department of Electrical Engineering, University of British Columbia, 2216 Main Mall, Vancouver, B.C. V6T 1W5. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals, including women, aboriginal people, visible minorities, and persons with disabilities. The position is subject to final budgetary approval with a salary commensurate with qualifications. Ph.D. Engineering background desirable but not essential. This is a senior position requiring a high level of knowledge in Rock Drilling (hydraulic, prediction, control) and monitoring and data base management. It is a full-time position commensurate with experience. Duties: Working in conjunction with faculty members, the candidate will be expected to participate in the University's Academic Planning Committee and with the national research and development community (e.g., the Canadian Mining Association, the International Association of Mining Engineers, etc.). The candidate will be expected to teach basic chemical engineering courses as well as graduate courses in process control. The position is subject to final budgetary approval.

**UNIVERSITY OF BRITISH COLUMBIA** Chemical Engineering. Applications are invited for a tenure-track appointment as Assistant or Associate Professor in the field of Chemical Engineering. The successful candidate will be expected to teach basic chemical engineering courses as well as graduate courses in process control. The position is subject to final budgetary approval. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals, including women, aboriginal people, visible minorities, and persons with disabilities. The position is subject to final budgetary approval.

**UNIVERSITY OF ALBERTA** The Department of Electrical Engineering, University of Alberta invites applications for a one year research position as a Research Associate in the field of modelling of mechanical and electrical properties of microstructures. The position is initially for two years but will continue subject to satisfactory performance. A successful candidate should have a Ph.D. and several years of post-doctoral experience in the field of microstructures. Salary: \$25,000 per annum. The closing date for the receipt of applications is September 1, 1990. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Please apply, enclosing a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. P.R. Smy, Department of Electrical Engineering, 228 Engineering Building, University of Alberta, Edmonton, Alberta T6G 2G7. The University of Alberta is committed to the principle of equal opportunity. The University encourages applications from all qualified individuals, including women, aboriginal people, visible minorities, and persons with disabilities.

**UNIVERSITY OF WATERLOO** The Department of Mechanical Engineering at the University of Waterloo is seeking applications for a tenure-track faculty position in Mechanical Engineering to start in September 1991. The position offers B.Eng., M.Eng. and Ph.D. programs and has a well-established and growing reputation in the field. Applicants should have a Ph.D. preferably in Mechanical Engineering with a strong background in the areas of fluid mechanics, heat transfer, and/or the analog and digital control of mechanical systems. The position offers a challenge in teaching, supervision of graduate students, and proven ability to conduct research in the field of mechanical engineering. The areas of specialization required for the position are Industrial Control Applications, with special emphasis on Machine Tools, Robotics, and Robotic Workcells, Automated Guided Vehicles and Process Control. The successful candidate will be expected to seek external funding for research, demonstrate scholarly productivity through publications and development of contacts with industry. It is intended that the successful candidate will be a full-time professor with a research fellowship; however, consideration for associate professorship will also be given. The candidate will be responsible for teaching and supervising students, including detailed curriculum vitae and names of three referees; should be sent to: Dr. M.O.M. Chubb, Chairman, Department of Mechanical Engineering, 100 King Street West, Montreal, Quebec H3A 1M3. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

**McGILL UNIVERSITY** Assistant Professor of Mining Automation. Applications are invited for a tenure-track appointment as the Assistant Professor level in the Department of Mining and Metallurgical Engineering. The responsibilities of this position relate to teaching and research in the field of Mining Automation. A Ph.D. and a demonstrated record of research related to mining and automation are required. The successful candidate should send three references to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4. The University of McGill is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals, including women, aboriginal people, visible minorities, and persons with disabilities. Applications should be sent to the Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4. The University of McGill is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals, including women, aboriginal people, visible minorities, and persons with disabilities. Applications should be sent to the Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**UNIVERSITY OF MONTREAL** L'Université de Montréal, Département d'études Appliquées, is seeking an Assistant Professor in the field of Mechanical Engineering. The position is for a 4 year renewable term, beginning in September 1991. The successful candidate should be granted a one-semester period of settling in before assuming teaching duties. The University of Montreal is committed to the principle of equal opportunity. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**CONCORDIA UNIVERSITY** The Department of Civil Engineering at Concordia University is seeking applications for a tenure-track faculty position in Structural Engineering. The successful candidate should have a Ph.D. in Civil Engineering and a demonstrated record of research and teaching. The position is for a 4 year renewable term, beginning in September 1991. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**UNIVERSITY OF ALBERTA** The Department of English, University of Alberta, invites applications for a tenure-track position as Assistant Professor level in the field of English Literature. The position is for a 4 year renewable term, beginning in September 1991. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**UNIVERSITY OF ALBERTA** The Department of English, University of Alberta, invites applications for a tenure-track position as Assistant Professor level in the field of English Literature. The position is for a 4 year renewable term, beginning in September 1991. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**UNIVERSITY OF WINNIPEG** Subject to budgetary approval, the University of Winnipeg, in the field of English Literature, invites applications for a tenure-track position as Assistant Professor. The position is for a 4 year renewable term, beginning in September 1991. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**BROCK UNIVERSITY** The Department of English, Brock University, invites applications for a tenure-track position as Assistant Professor. The position is for a 4 year renewable term, beginning in September 1991. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**UNIVERSITY OF NEW BRUNSWICK** The Department of English of the University of New Brunswick invites applications for a probationary tenure-track appointment at the rank of Assistant Professor. The position is for a 3 year renewable term, beginning in September 1991. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**CARLETON UNIVERSITY** The Department of English announces up to three tenure-track positions at the assistant professor level for July 1991. (Rank may be negotiable.) We welcome applications from individuals with a strong background in the areas: Canadian literature, modern fiction, modern drama, American literature, and post-structuralist theory. The successful candidate should have a Ph.D. and must have teaching experience. The position is for a 4 year renewable term, beginning in September 1991. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**UNIVERSITY OF OTTAWA** The Department of English, University of Ottawa, invites applications for a tenure-track position in English at the rank of Assistant Professor. The position is for a 4 year renewable term, beginning in September 1991. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**UNIVERSITY OF OTTAWA** The Department of English, University of Ottawa, invites applications for a tenure-track position in English at the rank of Assistant Professor. The position is for a 4 year renewable term, beginning in September 1991. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

**UNIVERSITY OF OTTAWA** The Department of English, University of Ottawa, invites applications for a tenure-track position in English at the rank of Assistant Professor. The position is for a 4 year renewable term, beginning in September 1991. The successful candidate should send a complete curriculum vitae, a statement of research interests, and three letters of reference to: Dr. J. Finch, Chairman, Department of Mining and Metallurgical Engineering, McGill University, 3460 University Street, Montreal, Quebec H3A 2K4.

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may be in the literature of the early or late Middle Ages with ability to teach in both areas. The successful candidate will hold a Ph.D. in English and have a strong record of published research. Application, c.v. and three letters of recommendation should be sent to Professor John Ripley, Chairman, Department of English, McGill University, 353 Sherbrooke Street West, Montreal, Quebec H3A 2T6, by December 15, 1990 in accordance with Canadian immigration requirements; this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

**YORK UNIVERSITY**, Faculty of Arts, Department of English invites applications for the following fields: (a) Twentieth-Century Canadian Literature (rank open); (b) Canadian History (rank open); and Culture (Assistant Professor, 1 Appointment to begin July 1, 1991, 2-year term, renewable for a second year, equivalent in the appropriate field). The successful candidate will be responsible for graduate and undergraduate programs, courses, and the development of a program of research. The successful candidate has service on departmental and university committees. All appointments are on a full-time basis. For more information, contact the Department in accordance with Canadian Immigration requirements, this advertisement is for permanent positions. For consideration, send curriculum vitae, references, and a sample of the applicant's writing to: Department of English, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3.

**CONCORDIA UNIVERSITY**, The Department of English is seeking a full-time, tenure-track position (subject to departmental approval in Restoration and Eighteenth-Century Studies) as an Assistant Professor level, effective January 1, 1991. Applicants must have a Ph.D. in English or a related field. Scholarly publications are desirable. The successful candidate will be responsible for teaching and supervising the work of students in all areas of Restoration and Eighteenth-Century Studies at both the undergraduate and graduate levels. Interested individuals should ask three references to write letters of recommendation and should themselves forward a letter of application, a detailed curriculum vitae, and a sample of writing to: Dr. Gerald Auchincloss, Chair, Department of English, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. The deadline for applications is 15 November 1990.

Applications is November 1, 1990. The **CONCORDIA UNIVERSITY** Department of English invites applications for a **tenure-track position** (subject to budgetary approval) in the field of **Commonwealth Literature and World Literature Written in English** at the Assistant Professor level. Salary \$25,000-\$31,000. Applicants must have a completed Ph.D., teaching experience, scholarly publications are desirable. The successful candidate should be able to teach and supervise the work of students in this field and to use the undergraduate and graduate levels. Interested individuals should ask three referees to send confidential letters, and should send themselves forward a letter of application, a detailed curriculum vitae, and a transcript of academic records to: Gerald Auchincloss, Chair, Department of English, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6. The deadline for applications is November 1, 1990.

UNIVERSITY OF ALBERTA. The Department of English, University of Alberta, invites applications for a tenurable position in the Graduate Studies level of the Department of English, effective June 1, 1991. Candidates should be specialists in American Literature to 1870. The salary at the floor of Assistant Professor is \$28,000 per annum. Applicants should have a completed Ph.D. and be close to finishing it by the time of appointment. Candidates with experience in teaching and publishing are preferred. Candidates should ask three referees to send letters directly to Dr. J. R. B. Brown, Department of English, University of Alberta, Edmonton, Alberta, Canada T6G 2G5. Candidates should send to the Chair a letter of application, a curriculum vitae, and the names of three referees, and arrange for the Chair to receive graduate level evaluations from the referees. The deadline for applications is October 15, 1990. Only complete applications received by this deadline will be considered; cancellations and late applications, transcripts and letters of reference are not accepted.

received by the Department. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents; citizenship or residence status should be indicated in the application. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

**UNIVERSITY OF TORONTO** (Scarborough Campus, Ontario, Assistant Professor, English) has an M.A. and a Ph.D. in English. Quotations welcomed from candidates well-versed to teach and carry out research in the following areas: American literature, or the Twentieth Century literature, excluding Drama. An ability to teach Contemporary Fiction at the undergraduate level will be an asset; applicants must demonstrate clear research interests and research. Appointment is effective 1 July 1994. Applications and c.v. are to be sent to: Professor John Warden, Chair, Division of Humanities, Scarborough Campus.

University of Toronto, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Have three letters of reference, or dossier sent to Chair, as soon as possible. Include one writing sample of no more than 25 pages. Applications arriving after 31 October 1990 may be too late. This position is subject to budgetary approval. The University of Toronto encourages both women and men to apply.

THE UNIVERSITY OF CALGARY Department of English invites applications for a senior tenure-track position to begin September 1, 1990. The successful candidate will have a Ph.D. and a substantial record of publication and teaching record in Canadian literature, preferably in a strong area of specialization. A minimum of five years' supervisory ability should be provided. Salary will be commensurate with experience. The position offers an excellent opportunity to work in close collaboration with Canadian immigration authorities, priority will be given to Canadian citizens or permanent residents. The University of Calgary has an Employment Equity Program and encourages applications from qualified candidates, including women, aboriginal peoples, minorities, and people with disabilities. Applicants should send a curriculum vitae, a list of references, and a range to have three letters of reference sent before November 1, 1990 to: Professor I. W. Adam, Head, Department of English, University of Calgary, University Drive, N.W., Calgary, Alberta T2N 1N4.

**TZN 1N4.** **THE UNIVERSITY OF CALGARY** Department of English invites applications for the position of Assistant Professor in the area of Canadian Literature. Assistant Professor to begin July 1, 1991. Candidates with qualifications in the areas of Romantic Literature and Modern Canadian Literature will be preferred. In accordance with the Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. For consideration, send a curriculum vitae and a sample of published or unpublished work, and arrange to have three letters of reference sent before November 1, 1990, to: Professor I.W. Adam, Head, Department of English, University of Calgary, 2500 University Drive, W., Calgary, Alberta, T2N 1N4.

**TRENT UNIVERSITY** The Department of English Literature invites applications for a full-time, permanent position as an Assistant Professor level effective 1 July, 1991. Salary will be determined according to the University's salary schedule. The minimum salary for a new hire at this level as of January 1, 1990 was \$34,137. A new collective agreement is at present in effect. The successful candidate will have completed or nearly completed their Ph.D. and demonstrated excellence in research and teaching. Responsibilities will include teaching three undergraduate courses including a first-year English literature course. All applications should include a letter of interest, a curriculum vitae, and a list of references. Please send all applications, publications, and a full curriculum vitae showing qualifications and previous experience to: Department of English Literature, Trent University, 1200 George Street, Peterborough, Ontario, Canada K7N 5N6. Three referees to write on their behalf. In accordance with Canadian Immigration Law, Trent University is an equal opportunity employer. Applications from women and minorities are encouraged. Trent University is committed to Canadian citizenship and permanent residents. Trent University is an equal opportunity employer. Applications from women and minorities are encouraged. Please send all applications, publications, and a full curriculum vitae showing qualifications and previous experience to: Professor Michael Treadwell, Chair, Department of English Literature, Trent University, 1200 George Street, Peterborough, Ontario, Canada K7N 5N6, by December 12, 1990.

**UNIVERSITY OF WATERLOO**, Department of English, Rhetoric and Professional Writing. Applications are invited for a tenure-track position as an associate or full professor level. Applicants must have a Ph.D. with a thesis in rhetoric and professional writing. Background in cognition, linguistics, and communication theory is also desirable. The successful candidate will teach. Duties will include teaching undergraduate, M.A., and Ph.D. courses in rhetoric and professional writing. May include research in rhetoric and professional writing. Salary commensurate with experience. For Professional Writing, Salary negotiable. Appointment effective July 1, 1990. Applications should be received by December 1, 1990. Send resumes to Dr. Gordon E. Siehaus, Chairman, Department of English, University of Waterloo, 200 University Ave., Waterloo, Ontario, Canada N2L 3G1. Availability of this position is subject to budgetary approval. In accordance with the University's recruitment requirements, this advertisement is directed to women and persons with disabilities. Employment opportunities and permanent residents. Applications from women candidates are encouraged. Equal Opportunity Employer.

**ENVIRONMENTAL STUDIES**  
THE UNIVERSITY OF BRITISH COLUMBIA  
The Institute for Sustainable Development  
The University of British Columbia is in the process of establishing an Institute for Sustainable Development. The Institute's mandate is to provide leadership and management of an interdisciplinary research program that focuses on the interaction of human development activities and the environment, bringing together the natural and social sciences disciplines. The functions of the Institute will be to initiate and facilitate research activities, to seek and disburse funds, to provide information to the public. There will be a central think tank as well as a number of research centers. The Institute will cover a variety of topics, such as Hazardous and Toxic Wastes, Natural Resource Management, and the Hydrologic Implications of Global Change, and Sustainable Communities. The Third World Candidates would demonstrate outstanding scholarship in

Some aspect of sustainable development research, with experience in inter and/or multidisciplinary research, ability to work with a team of researchers and/or of collaborating faculty members from a wide range of disciplines both within and outside of UBC, and a strong commitment to the University's environmental mission. The position will commence July 1, 1991 or earlier if convenient. Salary commensurate with experience. For consideration, send your resume and references to the Director, University of British Columbia, is committed to the Government's employment equity program and is an equal opportunity employer for all qualified individuals; it should also be mentioned that in accordance with Canadian law, no employment advertisement is directed to Canadian citizens and permanent residents. Applications should include curriculum vitae, a list of references, and telephone numbers of three referees, and should be sent to the Chair of the Department of Environmental Science, Wilson, Executive Assistant to the Acting Director, Institute for Sustainable Development, University of British Columbia, B.C. V6T 1W5, Canada (telephone: 604-224-8198, fax: 604-224-8150). Closing date: December 31, 1990.

## FAMILY STUDIES

**THE UNIVERSITY OF MANITOBA.** Faculty of Human Ecology. Applied Child Studies at University of Manitoba has a full time tenure track position available at the level in the area of Applied Child Development with emphasis on early childhood development. The successful candidate will teach undergraduate students and deliver courses in child development, child care and family studies. Evaluation. Applicants should have experience in teaching and supervising practicum supervision with an active program of research in child development. A Ph.D. degree in the field of play and parent education would be an asset. The successful applicant must also have completed the completion of a Ph.D. programme and will be expected to demonstrate competence in research design and methodology commensurate with qualifications and experience. Enquiries and applications, accompanied by curriculum vitae and names of three referees should be sent to: Dr. J. M. B. Smith, Chairperson, November 10, 1990 or until filled to: Dr. J. M. B. Smith, Chairperson, on Committee, Department of Family Studies, Faculty of Human Ecology, University of Manitoba, Winnipeg, R6T 2N2. Appointment date: January 1, 1991, is preferred. Applications from qualified women, including members of visible minorities and persons with disabilities. The University provides equal employment opportunities. Priority consideration will be given to Manitoban citizens and permanent residents.

## FILM STUDIES

**QUEEN'S UNIVERSITY, The Department of Film Studies** is interested to make a tenure position available for a full-time, senior or junior Associate Professor rank, effective with the 1991-92 academic year. The position is for a full-time salary of \$32,000. Besides being experienced classroom instructors, applicants should also have a strong background in film and film scholarship achievement or show promise in this area. The position offers a creative accomplishment in film research that may be valuable asset. The appointee will be expected to contribute to the department's role in the Department's plans for a future graduate programme. An excellent salary and benefits package. Recent publications should indicate active research in film theory and history. The successful candidate will be expected to perform coupled with active exploration of new areas of expression in film/media studies. The Department is particularly interested in candidates with research and teaching experience in the following areas: film theory; specific areas: women and film; national cinema; women outside Canada, the US, and Africa; film and television; film making; Canadian film and popular culture; Critical approaches to television and film; film and television studies. Curriculum vitae and the names of three referees, should be sent to Frank Burke, Department of Film Studies, Queen's University, Kingston, Ontario, K7L 3N6. The position is open until filled. Applicants are equally encouraged to apply in accordance with Canadian Immigration regulations. The position is open to all persons interested to Canadian citizens and permanent residents. Queen's University is an equal opportunity employer. We are an affirmative action employer and we encourage all people to seek suitable employment.

## FINANCE

**CONCORDIA UNIVERSITY.** The Department of Finance at Concordia University is seeking qualified applicants for tenure track and visiting positions at all levels. The closing date for applications is June 1, 1991. Areas of interest will be in Finance. For consideration as an Assistant Professor, reference will be given to candidates who have completed their M.A. or M.Sc. degrees with distinction, and who have potential for academic research. Candidates for higher ranks must provide evidence of excellent teaching and research record. For consideration as an Associate Professor for teaching courses at the undergraduate, MBA, MA, and Ph.D. levels, teaching in the Executive MBA program is also required. Salary is competitive and depends on rank, research record, and experience. Applications are also invited for limited-term positions for visiting lecturers. At least one MBA relevant work experience is expected. Concordia University is committed to employment equity and

te males, persons with disabilities, aboriginal peoples, or persons who are, because of their race or colour, in a visible minority in Canada and members of minority groups. In accordance with the Canadian Immigration regulations, this advertisement is directed at Canadian citizens, landed immigrants and persons otherwise qualified to work in Canada. Please contact Dr. A. Jellivand, Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8 Canada; (514) 846-2790 or 846-2793.

## FOOD SCIENCE

**UNIVERSITY OF GUELPH.** The Department of Food Science, University of Guelph, is seeking a highly motivated and enthusiastic individual to fill the position of an assistant professor in the area of food safety and food quality with a strong background in physical chemistry and interest in food safety. The position offers excellent opportunities to develop research and teaching responsibilities. Responsibilities include chemistry and physics of foods of the undergraduate curriculum. The position offers excellent opportunities for the development of a dynamic research program in the area of food safety and food quality. There should be a strong interest in working in a multidisciplinary environment and in working with students and faculty from both academic and industrial scientists. The position offers excellent salary and benefits. Send full curriculum vitae, including references, to the Department of Food Science, University of Guelph, Guelph, Ontario Canada N1G 2W1. Position is available on a full-time basis. Salary commences July 1, 1991. Deadline for application is November 31, 1990. The University of Guelph is an equal opportunity employer. All employment requirements, this advertisement is intended to attract qualified individuals who are residents of Canada. The University of Guelph is committed to an affirmative action policy. This policy includes special measures to achieve employment among its faculty and staff. Inquiries regarding this policy and applications from qualified members of under-represented groups including women, persons with disabilities, and visible minorities are encouraged.

men and women. Food Science  
Department, Assistant or Associate Pro-  
fessor, is invited to apply for a tenure-  
track position which will take effect on  
September 1, 1990. The successful candi-  
date will be responsible for teaching and  
research. The principal responsibil-  
ities of the position are to lecture in  
Food Microbiology and Food Safety,  
to undertake an active programme  
of research in the area of Food Safety,  
and to supervise graduate students in  
the Food Industry. Applications from a  
range of backgrounds such as Food  
Microbiology and Food Safety are  
welcome. Qualifications for the position  
include a minimum of a Ph.D. and  
experience. Strong communication skills  
are essential. Applications, which should  
include a curriculum vitae, and a list of  
teaching and research interests and  
references, should be sent to the Chair-  
man of the Department as soon as possible,  
preferably by October 1, 1990 to Dr. J. Lefebvre, Head  
of the Department, University of Guelph,  
University, Wiltville, Nova Scotia,  
Canada B1A 2K9. Tel: (902) 221-2021,  
Fax: (902) 242-1454.

**UNIVERSITY OF GUELPH, The Open  
University of Applied Sciences** is a  
university of applied sciences, offering a  
wide range of programs and services. It  
offers a variety of programs and ser-  
vices. Candidates should have a Ph.D.  
in science/food engineering with in-  
terests in food processing and food  
technology. Teaching and research  
responsibilities include food processing and  
food technology. The successful candi-  
date will be responsible for teaching and  
research. The principal responsibilities  
of the position are to lecture in Food  
Microbiology and Food Safety, to un-  
dertake an active programme of research  
in the area of Food Safety, and to su-  
pervise graduate students in the Food  
Industry. Applications from a range of  
backgrounds such as Food Microbiol-  
ogy and Food Safety are welcome. Qual-  
ifications for the position include a min-  
imum of a Ph.D. and experience. Strong  
communication skills are essential. Ap-  
plications, which should include a cur-  
riculum vitae, and a list of teaching and  
research interests and references, should  
be sent to the Chairman of the Depart-  
ment as soon as possible, preferably by  
October 1, 1990 to Dr. J. Lefebvre, Head  
of the Department, University of Guelph,  
University, Wiltville, Nova Scotia, Can-  
ada B1A 2K9. Tel: (902) 221-2021, Fax:  
(902) 242-1454.

development of a research program in the food packaging and food material areas. Applicants should have a strong background in food science and a multidisciplinary environment and would be willing to work closely with other academic and industrial scientists in the food packaging and food material areas. Send full curriculum vitae, selected reprints, and the names of three references to: Dr. J. R. Driedge, Department of Food Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Position subject to final budgetary approval and funding availability. Deadline for application is November 30, 1990. In accordance with Canadian Immigration requirements, this advertisement is restricted to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an Employment Equity Program which includes the recruitment and retention of diversity among its faculty and staff. In that spirit, we particularly welcome applications from members of visible minorities and other under-represented groups including Aboriginal Canadians, persons with disabilities, members of visible

## FORESTRY

**UNIVERSITY OF NEW BRUNSWICK,** Faculty of Forestry. Applications are invited for a 12-month, tenure-track appointment as Assistant Professor of Forest Economics of the Department of Forestry. The position requires doctoral approval. A PhD or equivalent experience is required. The appointee will teach, supervise graduate students, and supervise graduate research. The position will be expected to mount a strong research program. Preference will be given to those who will work with a strong forestry background and who are sensitive to social and economic considerations in forest management. Applications, in confidence, with a curriculum vitae and names of three references, should be sent to: Dr. G.L. Baskerville, Dean, Faculty of Forestry, University of New Brunswick, Fredericton, New Brunswick, Canada, E3B 6A2.

ment. This advertisement is directed to Canadian citizens and permanent residents. The University of Brunswick is committed to the principle of employment equity.

**UNIVERSITY OF BRUNSWICK**  
**Faculty of Forestry - Instructor Position**

The University of Brunswick seeks an individual to help with computer-based training activities in its undergraduate forestry program. The position is expected to provide instructional and administrative support to the program, oversee the day-to-day operation of the university's educational computing system, and assist in the preparation of undergraduate forestry degree with concentration in computer science. The ideal candidate will have a minimum of two years programming and computer experience in both IBM and Macintosh environments. The position will require classroom instruction involving micro-computers, comparable to a graduate-level course. The candidate will be responsible for the repair of microcomputer equipment and the maintenance of the computer system in written and oral communication skills. The University of New Brunswick is an equal opportunity employer. Employment equity in accordance with Canadian law is a priority. The advertisement is directed to Canadian citizens and permanent residents. Applicants should send their names and names of three referees, should be accompanied by a resume, to the Faculty of Forestry, University of New Brunswick, Box 5500, Fredericton, New Brunswick, Canada E3B 6A5.

FRENCH

**THE UNIVERSITY OF WINNIPEG**  
Department of French. Applications are invited for a tenure-track position, subject to budget approval, effective September 1, 1991 at the rank of Assistant Professor, to teach language courses at the university as well as a specialized course in an area of linguistics. Candidates should hold the Ph.D. in Linguistics, Translation or FSL, and have experience in undergraduate teaching. Salary commensurate with experience and qualifications. Applications, curriculum vitae, three letters of reference and copies of publications, if any, should be sent to: Dr. J. L. 15-000 to Dr. K.W. Meadwell, Chair, Department of French, University of Winnipeg, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian immigration requirements this advertisement is restricted to Canadian citizens and perma-

**UNIVERSITY OF CALGARY** Department of French, Italian and Spanish invites applications for an Assistant Professor of French (tenure-track) effective September 1, 1990. The successful candidate will teach and supervise students in a special interest in French language studies (e.g. second language acquisition, sociolinguistics, etc.) and supervise graduate students (linguistics). Duties include teaching and supervision of students, and administrative responsibilities. The position involves programs at both the undergraduate and graduate levels. Requirements include a Ph.D. in French or related field, teaching experience in field(s) of interest, and Canadian citizenship or permanent residence in Canada. The University of Calgary is an equal opportunity employer and encourages applications from qualified candidates, including women, aboriginal people, visible minorities and persons with disabilities. Applicants should send a curriculum vitae and a reference list to: Dr. J. O. Walker, Head, Department of French, Italian and Spanish, The University of Calgary, Calgary, Alberta T2N 1N4, Canada.

## y, Alberta, T2N 1N4

### GENETICS

**THE HOSPITAL FOR SICK CHILDREN**, a Division of the University of Toronto, Clinical Genetics, Departments of Pediatrics and Genetics, Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, Canada, is seeking a clinical geneticist to join a group of pediatric geneticists. The position involves a wide range of genetic services for a local and international population, and a large number of patients referred from elsewhere in Canada. The majority of the patients are referred for genetic disorders arising in infancy or childhood; however, patients with adult-onset disorders are also referred. The applicant must also participate in a large number of research projects in the program. There are considerable opportunities for research as well as in the management of patients with degenerative and postgraduate training in clinical genetics. Candidates must have a strong background in pediatrics and have demonstrated a strong interest in clinical genetics and scholarly activity. Fellowship is available for the Canadian College of Genetic Counsellors. The position is commensurate with experience. In accordance with the Ontario Human Rights Act, this advertisement is directed to Canadian citizens and permanent residents. Please send your curriculum vitae and references to: Dr. J. M. Stewart, Head, Division of Clinical Genetics, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8. Telephone (416) 598-5753.

## GEOGRAPHY

undergraduate and graduate level. Candidates must possess a B.Sc. or the equivalent of the equivalent. All the candidates will be immediately in accordance with the requirements of the program. Canadian citizens and permanent residents are equally encouraged to apply. The names of the curriculum vitae of the interested candidates should be sent to: Dr. W. H. Leitch, Chairman, Geography Department, University of Victoria, Box 1800, Victoria, British Columbia, V8W 2Y2. Closing date: 15 November 1990.

## GEOLOGY

**UNIVERSITY OF OTTAWA.** The Department of Geology invites applicants for a position of *assistant professor*. The position is open to candidates qualified to teach undergraduate courses in geology, and to hold a Ph.D. in geology. The holder of the position is capable of teaching geology, supervising and leading research, and publishing in the field of stratigraphic sedimentology. We encourage applications from persons of all ethnic backgrounds. Carleton Geoscience Centre provides the opportunity of interacting with the geology community in the Ottawa region, in accordance with Canadian Immigration and Employment Equity Act. We are committed to strict insistence to Canadian citizens and permanent residents. Employment equity statement is available on request. The deadline is January 30, 1993. Please send curriculum vitae, and references to: Dr. A. C. Fowler, Department of Geology, University of Ottawa, Ottawa, K1N 6N5.

**UNIVERSITÉ D'OTTAWA.** Le Département de géologie d'offre un poste de professeur adjoint en géologie. Le candidat doit posséder un Ph.D. en géologie. Le candidat doit être capable d'enseigner les cours de géologie, superviser et diriger des recherches, et publier dans le domaine de la sédimentologie stratigraphique. Nous encourageons les candidats de toutes les ethnies à postuler. Le Centre de géosciences Carleton offre l'opportunité d'interagir avec la communauté géologique de la région d'Ottawa, conformément à la Loi canadienne sur l'immigration et l'emploi équitable. Nous sommes engagés à respecter strictement la Loi canadienne sur l'immigration et l'emploi équitable. L'énoncé de l'équité est disponible sur demande. La date limite est le 30 janvier 1993. Veuillez envoyer votre curriculum vitae et vos références à: Dr. A. C. Fowler, Département de géologie, Université d'Ottawa, Ottawa, K1N 6N5.

## GEOPHYSICS

**MEMORIAL UNIVERSITY OF NEW  
FOUNDLAND** Department of Earth  
Sciences, St. John's, NL A1B 4X5, Canada  
is invited for a tenure track faculty position  
Geophysics, preferably with  
experience in seismicity. The Department  
has 30 faculty including 8  
Geophysics, 30 support staff and 100  
graduate students. The following pro-  
grammes are offered by the Department  
and the University: MSc and PhD pro-  
grammes in Geology and Geophysics,  
MSc and PhD programmes in Earth  
Sciences. The Department also con-  
tributes toward joint degree  
programmes in Geology and Biology,  
Geology and Chemistry, and Geology  
and Mining Engineering. The Department  
has a strong research focus in Earth  
Resources Research (CERR) and is  
located in a new building with excellent  
facilities for research in both basic and  
fundamental and targeted research. The  
successful candidate will have a Ph.D. in  
Geophysics or related field, and will be  
able to make significant contributions to  
teaching and research in various aspects  
of geophysics. The successful candidate  
must have a strong background in  
understanding the Earth and, thereby,  
to support and complement the present  
research in the Department. The candi-  
date must have a strong background in  
on and/or refraction seismology, on all  
scales, and in regional seismology. The  
candidate must have a strong background  
in small seismic acquisition systems for  
land and marine research and run-  
ning of seismic data. The successful  
candidate must have a strong background  
in modelling software on a CONVEX  
minisupercomputer. Applications with  
curriculum vitae and a list of three refer-  
ences should be submitted by  
February 1, 1993 to the Department  
Geophysics Faculty Search Committee,  
Department of Earth Sciences, Memorial  
University of Newfoundland, St. John's,  
NL A1B 4X5, Memorial Uni-  
versity. Encloses both men and women to  
be considered. Please indicate if you have  
immigration requirements.  
Faculty will be given to Canadian citizens.

## HEALTH SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO, LONDON, CANADA. Open,  
Faculty of Applied Health Sciences, Ap-



Figure 1











religious studies, one-third in the department of Middle East and Islamic studies). Candidates should hold the D. and be appointable to the graduate faculty. Teaching responsibilities will include undergraduate courses in Islam as









Toronto, Canada

## Dean, Faculty of Arts

*Applications and nominations are invited for the position of Dean of the Faculty of Arts*

The Faculty of Arts is the largest of the ten Faculties of York University. It is located on the main York campus in the northwest area of Metropolitan Toronto. The Faculty of Arts offers a wide variety of programmes and courses in disciplinary and interdisciplinary fields of the liberal arts, with its faculty members involved in research, as well as teaching at the graduate and undergraduate levels. The Faculty comprises one of the largest groups of humanists and social scientists in Canada.

Candidates should have excellent academic qualifications and appropriate administrative experience with strong leadership skills. The appointment is for a term of five years, beginning July 1, 1991.

York University is implementing a policy of employment equity, including affirmative action for women faculty.

*Applications and nominations should be submitted by October 15, 1990 to:*

The Secretary,  
Search Committee for the Dean of Arts,  
Room 106, Administrative Studies Bldg.  
York University,  
North York, Ontario M3J 1P3

*In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.*



University  
of  
Lethbridge

## DEAN FACULTY OF ARTS AND SCIENCE

The University of Lethbridge will be making an appointment in the very near future to the position of Dean of the Faculty of Arts and Science.

Nominations and applications are encouraged for candidates from within the faculty at the University of Lethbridge and also for persons external to the University.

Applicants must have strong academic and professional credentials, successful administrative experience, and demonstrated leadership abilities. A commitment to excellence in teaching and research is essential.

The Faculty of Arts and Science comprises 17 academic departments and offers four-year BA and BSc programs as well as 18 disciplinary majors, three multidisciplinary majors, and several other programs of instruction. The Faculty also administers one and two-year programs for transfer of credit to professional faculties at the University of Lethbridge and other universities.

The University's strong commitment to liberal education is rooted in the Faculty of Arts and Science. All Lethbridge students, whatever their ultimate educational objectives, enrol in the Faculty of Arts and Science for their first two years at the University in order to ensure a broad and solid educational foundation which will serve them in good stead regardless of the future course of studies they may pursue.

The University of Lethbridge is growing dynamically in programs of instruction, research contracts, and student enrolment. There are 280 faculty for 3,200 full-time and 500 part-time students. Three faculties and two schools offer six full undergraduate degrees as well as a master's degree in Education.

- Closing date for nominations and applications is September 30, 1990.
- Starting date is January 1, 1991 or by mutual arrangement.
- In accordance with Canadian Immigration requirements, this advertisement is directed to citizens and permanent residents of Canada.
- The University aspires to hire individuals who have a demonstrated potential for excellence in teaching, research and scholarship.
- Women and men are encouraged to apply for this position.

Nominations and applications should be sent to: Howard E. Tennant, President and Vice-Chancellor, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4



## LUTHER COLLEGE REGINA

### President

The Board of Regents of Luther College, Regina invites applications, nominations and enquiries for the position of President. The appointee will be expected to take office July 1, 1991.

Luther College has two campuses: a high school of approximately 500 students, 100 of whom are residential, and 24 faculty members; a university college (with residence) federated with the University of Regina and located on its campus. The university college has approximately 750 students and 12 faculty members on a campus of 6000 full-time and 4000 part-time students. Luther College, founded in 1913, offers students education with high academic standards in an atmosphere of concern for the individual.

The President is the chief administrative officer of Luther College and is responsible for providing leadership and direction for the College, and for implementing the policies established by the Board of Regents. The President is assisted by a principal at the high school campus and an academic dean at the university campus.

Candidates should have a commitment to excellence in education; teaching experience; a record of scholarship (preferably including an earned doctorate); administrative experience and leadership ability; the ability to relate to various publics — government, church, business, the university community; understanding of financial matters; and attitudes compatible with the Lutheran tradition of the College.

*Applications with curriculum vitae and the names of three references should be sent by October 31, 1990 to:*

Mr. Kim Thorson, Q.C., Chair  
Search Committee  
Luther College  
University of Regina,  
Regina, Saskatchewan S4S 0A2

*In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.*



## UNIVERSITY OF WAIKATO Hamilton, New Zealand

### POSITIONS IN DEPARTMENT OF MANAGEMENT

#### Senior Lecturer/Lecturer in Business Policy

Applications are invited for a Lectureship or Senior Lectureship in Business Policy within the Department of Management. The appointee will be required to undertake research and teach in Business Policy. Opportunities exist for consulting and also for contributing to post experience courses. Applicants should preferably have a PhD or be close to completion; however, consideration could be given to applicants willing and able to undertake doctoral study. Reference number A90/66.

#### Senior Lecturers/Lecturers in Marketing

Applications are invited for a number of Lectureships and Senior Lectureships in Marketing. Appointees will be required to undertake research and teach in Marketing, at both the undergraduate and postgraduate levels. Candidates with interests in a number of areas of marketing will be considered as these appointments are intended both to strengthen and extend the range of marketing courses offered, particularly at higher levels. A Diploma in Marketing and an MBA are planned for 1992. Applicants should preferably have a PhD or be close to completion; however, consideration could be given to applicants willing and able to undertake doctoral study. For exceptional candidates appointment at a higher level may be considered. Reference number A90/64.

#### Associate Professor in Human Resource Management

Applications are invited for an Associate Professorship in Human Resource Management within the Department of Management. The appointee will be required to teach and research in the area of human resource management and to provide academic leadership in this area. Applicants should have a PhD and/or a substantial record of research and scholarship in this or a related area. Reference number A90/65.

The Department of Management is a multi-disciplinary department experiencing strong growth. This department together with the Department of Accounting and Finance, Economics, and Management Systems make up the School of Management Studies. The school offers a highly regarded 4-year undergraduate programme leading to the Bachelor of Management Studies, a master's programme and the research degrees of MPhil and DPhil. A part-time executive MBA will be introduced in 1992. Opportunities exist for consulting and also for contributing to post-experience courses.

**Current salary scales:** Lecturer NZ\$36,000 - NZ\$47,200; Senior Lecturer NZ\$50,000 - NZ\$64,500; Associate Professor NZ\$67,000 - NZ\$73,000.

Enquiries of an academic nature may be addressed to Professor Peter Enderwick (tel. (64) 71 562889; fax (64) 71 384063; home tel. (64) 71 680011). Applications quoting the appropriate reference number close on 12 October 1990.

Information on the conditions of appointment and method of application can be obtained from the Academic Staff Registrar, University of Waikato, Private Bag 3105, Hamilton, New Zealand; (Tel. (064) 71 562889, Fax (064) 71 560135).

Places for appointees' children may be available in the creche run by the Campus Creche Society (Inc). The University welcomes applications from suitable people regardless of race, creed, marital status or disability.





**Faculty of Applied Science  
Director of Continuing Education  
and Professional Liaison**

Applications are invited for the position of Director of Continuing Education and Professional Liaison in the Faculty of Applied Science of The University of British Columbia. This position, which reports to the Dean of Applied Science, is responsible for the organization of continuing education programs in Engineering and Architecture. The position also plays an important liaison role between the Engineering Profession, Engineering Alumni, and the University.

The primary activity is to organize and administer the delivery of continuing education courses. The courses may be delivered at the University or at remote locations, and may be offered by university faculty members or other professionals specially recruited for the purpose. The Director will also represent the Faculty in its relations with professional and technical societies, and will be involved in the organizing of technical meetings.

The Director is also responsible for assisting in the delivery and assessment of undergraduate courses which deal with the Engineering Profession and its legal and ethical responsibilities.

The Director publishes a Newsletter which is circulated to Engineering Alumni. It is intended that the Director will also be responsible for editing and production of the Newsletter, and for liaison with the Engineering Alumni community.

**Qualifications:**

Engineering degree (preferably at the graduate level) and registration as a Professional Engineer.  
A broad understanding of the important trends in engineering and architecture.

Familiarity with the technology and pedagogy of distance education and computer assisted learning.

Good organizational and communication skills, ability to write publicly material, familiarity with desktop publishing and knowledge of database management.

Technical and personal skills appropriate to represent the Faculty of Applied Science in technical and professional organizations.

Familiarity with engineering and architectural practice in British Columbia is an asset.

The salary will be commensurate with experience. The position is subject to final budgetary approval. The appointment is expected to be made starting November 1st, 1990. Applications, including a résumé and the names of three referees, should be submitted prior to September 30th, 1990 to:

Dean Axel Meisen  
Faculty of Applied Science  
University of British Columbia  
2324 Main Mall  
Vancouver, B.C.  
V6T 1W5

The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



**DEAN  
FACULTY OF LAW**

The University of British Columbia in Vancouver, Canada seeks applications and nominations for an individual with energy, vision, and creative leadership abilities for the position of Dean of the Faculty of Law, to take office July 1, 1991 for a six-year term.

The Faculty has a student body of about 700 LL.B. candidates and about 24 LL.M. candidates. Its full time faculty of 43 professors is supplemented by a large number of adjuncts drawn from the practising bar. The curriculum offers over 100 courses representing all aspects of public and private law and provides the opportunity for specialized study and research in many areas.

The successful candidate will be an internationally recognized scholar with proven administrative ability. The Dean will have demonstrated a dedication to excellence in research and teaching and will provide dynamic leadership within the Faculty.

He or she will also be involved in the University's general academic leadership and in some aspects of community, professional and government activities. The Dean will hold an academic position as a professor. Salary will be commensurate with qualifications.

The President's Advisory Committee for the Selection of a New Dean for the Faculty of Law is concerned about the underrepresentation of women in administration and wishes to encourage applications from qualified women.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications and nominations, accompanied by a detailed curriculum vitae and the names of three referees, should be directed to Daniel R. Birch, Vice President Academic and Provost, The University of British Columbia, 6328 Memorial Road, Vancouver, B.C., Canada V6T 2B3, no later than October 31, 1990.



**The University of Manitoba  
Faculty of Management  
DEPARTMENT OF MARKETING**

Applications are invited for a continuing position in the Department of Marketing. Candidates should have completed or be nearly completing a Ph.D. or D.B.A. program and have a serious interest in research. Salary and rank will be commensurate with the qualifications and experience of the successful candidate and will be very competitive.

The Department has eight full-time faculty members and participates in the B.Comm and M.B.A. programs of the Faculty. A Ph.D. program has been approved for 1991/92. The successful candidate will be expected to play an important role in the implementation of this program. The Department also houses a Centre for International Business Studies and a Centre for Entrepreneurship, each of which provide opportunities for research and community involvement.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment.

In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications should be sent to: Dr. W.S. Good, Acting Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba R3T 2N2.



**University of Alberta  
Edmonton**

**Vice-President  
(Finance and  
Administration)**

The University of Alberta invites applications from, and nominations of, qualified women and men for the position of Vice-President (Finance and Administration). The appointee will take office on January 1, 1991.

The University of Alberta is recognized as a centre of excellence in Canadian higher education, with many teaching and research programs of international distinction. Founded in 1908, it is the second-largest university in Canada, with a full-time enrollment of over 25,000 students, in undergraduate, graduate and professional programs.

Reporting to the President, the Vice-President (Finance and Administration) is responsible for coordinating the preparation of an operating budget of 300 million dollars, a capital budget of 40 million dollars, and for the management of such administrative functions as the Comptroller's Office, Budget and Payroll, Physical Plant, Materials Management, the Personnel Office and Pensions and Benefits. The Vice-President coordinates the planning and maintenance of all physical facilities on campus. The position requires good people skills: reporting to the Vice-President are some 1000 FTE staff. The Vice-President will exercise leadership and vision in promoting University priorities in a context of budgetary restraint, and reallocating resources within the administrative units to further the academic objectives of the University.

Applications or nominations should be sent to:

Office of the President  
University of Alberta  
3-1 University Hall  
Edmonton, Alberta T6G 2J9  
Phone: (403) 492-5430

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.



**University of Alberta  
Edmonton**

**Dean  
Faculty of  
Physical Education and  
Recreation**

The Faculty of Physical Education and Recreation at the University of Alberta is seeking a Dean. Applicants should have a strong academic background and have demonstrated administrative experience and leadership ability.

The Faculty is comprised of three departments (Physical Education and Sports Studies; Recreation and Leisure Studies; and Athletics) as well as a division which has operational responsibilities for all sport and recreational facilities. Degree programs include a BPE, BA (Recreation), MSc, MA and PhD and a combined BED/BPE program is offered jointly with the Faculty of Education.

Included in the Faculty/Staff complement are 48 full-time faculty members, 12 administrative and professional officers and approximately 100 full- and part-time support staff. The Faculty serves approximately 850 full-time undergraduate, 77 masters and 35 PhD students.

It is anticipated that the appointment will be effective July 1, 1991.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualifications and experience, and the names of three referees, should be submitted by December 1, 1990 to:

Dr. J. Peter Meekison  
Vice-President (Academic)  
Third Floor, University Hall  
University of Alberta  
Edmonton, Alberta, Canada T6G 2J9

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.



**Université de Montréal  
Faculté de médecine**

**ÉCOLE DE RÉADAPTATION**

L'École de réadaptation de la Faculté de Médecine de l'Université de Montréal est à la recherche d'un(e) professeur(e) pour le programme de physiothérapie.

L'École, en plus de l'enseignement de premier cycle (Baccalauréat spécialisé en physiothérapie) participe aux programmes de maîtrise et de doctorat en Sciences biomédicales (réadaptation).

**Qualifications**

Les candidats(es) doivent avoir une formation de base et un doctorat en physiothérapie ou dans une discipline équivalente. Une expérience dans l'enseignement universitaire et une expertise soit en électrothérapie, gérontologie, gériatrie, orthopédie/médecine du sport, biomécanique/étude du mouvement ou cardio-respiratoire seraient des atouts.

Une maîtrise adéquate de la langue française est essentielle.

**Responsabilités**

Les titulaires doivent participer à l'enseignement de 1<sup>er</sup> cycle en physiothérapie, à l'encadrement des étudiants de 2<sup>e</sup> et 3<sup>e</sup> cycles et avoir des activités de recherche.

Les candidats(es) intéressés(es) sont priés(es) de faire parvenir leur curriculum vitae, une description de leurs intérêts en recherche et les noms et coordonnées de trois personnes à qui s'adresser pour références avant le 30 septembre 1990, à l'adresse ci-dessous.

Monsieur Guy Lamarche, M.D.

Directeur

École de réadaptation  
Université de Montréal  
C.P. 6128, Succursale A  
Montréal, Québec H3C 3J7

Selon les exigences d'Immigration Canada, la préférence sera accordée aux citoyens canadiens ou immigrants réçus.





### Dean of the Faculty of Medicine

Nominations and applications are invited for the position of Dean of the Faculty of Medicine of McGill University. The appointment, effective 1 June 1991, is normally for a five-year term and may be renewed.

The Dean of Medicine is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by 31 October 1990 to:

Dr. S.O. Freedman  
Vice-Principal (Academic)  
McGill University  
845 Sherbrooke Street West  
Montreal, Quebec  
H3A 2T5



### COLLEGE OF BIOLOGICAL SCIENCE

#### DEPARTMENT OF BOTANY CHAIR

The University of Guelph is seeking a Chair for the Department of Botany. Candidates should have an outstanding record of research achievement and interest in promoting high standards in teaching at the undergraduate and graduate levels. The Department, with 15 full-time faculty members, has research strengths in the areas of Physiology and Plant Molecular Biology, Ecology, and Plant Structure and Development. Faculty members also participate in the activities of a Plant Biology Program involving the Departments of Horticultural Science, Crop Science, and Environmental Biology. The Department offers undergraduate programs in Honors Plant Biology and Honors Ecology. Currently, 28 students are enrolled in graduate programs leading to M.Sc. and Ph.D. degrees.

The University, with a student population of 11,000 undergraduate and 1,400 graduate students, is located in the city of Guelph approximately 80 km west of Toronto. The College of Biological Science, with 2,500 undergraduate majors and approximately 220 graduate students, is one of 7 Colleges in the University and has a faculty complement of 90 members. Research funding for the present year exceeds \$7.5 million.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This appointment is subject to final budgetary approval.

Interested candidates should submit a curriculum vitae, list of publications, and the names of three referees. Review of applications will begin on October 30, 1990.

Dr. Bruce H. Sells, Dean  
College of Biological Science  
University of Guelph  
Guelph, Ontario, Canada N1G 2W1



### Dean of the Faculty of Science

Nominations and applications are invited for the position of Dean of the Faculty of Science of McGill University. The appointment, effective 1 June 1991, is normally for a five-year term and may be renewed.

The Dean of Science is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by 31 October 1990 to:

Dr. S.O. Freedman  
Vice-Principal (Academic)  
McGill University  
845 Sherbrooke Street West  
Montreal, Quebec  
H3A 2T5



### Director

#### Institute of Health Promotion Research

The University of British Columbia invites applications and nominations for the position of Director of the newly established Institute of Health Promotion Research. This is a multi-disciplinary and multi-sectoral unit, reporting to the Dean of Graduate Studies, whose mandate is to conduct research and eventually education related to the improvement of health and the quality of life. The appointment will be primarily in the Institute, but a joint departmental appointment is desirable. Rank will be at the Associate or Full Professor level; rank, salary and tenure status will be commensurate with qualifications and experience. Candidates should have a doctoral degree, an excellent research and teaching record in health promotion, and administrative experience. Previous multidisciplinary team research is essential. In the immediate future, the Director will be expected to develop policies for the new Institute, direct its operations, foster collaborative research projects, and attract sizable funding from external sources.

Letters of application or nomination, with a curriculum vitae and the names of three referees (who will not be approached without prior agreement of the candidate) should be sent to the Dean, Faculty of Graduate Studies, University of British Columbia, #235-2075 Wesbrook Mall, Vancouver, B.C. V6T 1Z3. The closing date for applications is October 31, 1990; the appointment is expected to start no later than 1 July 1991.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.



### The University of Manitoba Faculty of Management SMALL BUSINESS MANAGEMENT ENTREPRENEURSHIP

Applications are invited for an Assistant/Associate Professor position with a principal interest in Entrepreneurship and Small Business Management. The position is located within the Department of Marketing. The appointment is expected to commence July 1, 1991 or other mutually agreeable time.

The successful candidate is expected to play a lead role in furthering teaching, research and community oriented activities in this field. They will also serve as the Director of a recently established, privately funded Centre for Entrepreneurship. A Ph.D. degree in this field or closely related discipline is required along with a solid record of research and scholarship. An external orientation as well as the ability to relate well to business and government are essential components of the position.

The Department has eight full-time faculty members and offers a major or pattern of studies in this area at the present time.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment.

In accordance with Canada Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications should be sent to: Dr. W.S. Good, Acting Head, Department of Marketing, University of Manitoba, Winnipeg, Manitoba R3T 2N2.



### Dean of the Faculty of Music

Nominations and applications are invited for the position of Dean of the Faculty of Music of McGill University. The appointment, effective 1 June 1991, is normally for a five-year term and may be renewed.

The Dean of Music is responsible to the Vice-Principal (Academic) for the supervision and administration of the academic programs, budgets, and all activities of the Faculty. Candidates should have appropriate scholarly and administrative experience; facility in both English and French is desirable.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Nominations and applications will be most useful if accompanied by a detailed curriculum vitae and the names of three referees, and should be submitted by 31 October 1990 to:

Dr. S.O. Freedman  
Vice-Principal (Academic)  
McGill University  
845 Sherbrooke Street West  
Montreal, Quebec  
H3A 2T5



### Vice-Principal(e) (Enseignement)

L'Université sollicite des mises en candidature et candidatures pour le poste de vice-principal(e) (enseignement). Le (la) titulaire, qui entrera en fonction le 31 août 1991, sera nommé(e) pour un mandat renouvelable de cinq ans.

Relevant du principal, le (la) vice-principal(e) (enseignement) coiffe 12 facultés, ainsi que les bibliothèques, le Centre d'éducation permanente, le Doyen des services aux étudiants, le Service des admissions, le registraire, le Centre d'enseignement supérieur, le Centre de communications pédagogiques, les Presses universitaires McGill-Queen's et le Musée Rutherford.

Les candidat(e)s doivent détenir des titres universitaires appropriés, posséder une expérience administrative pertinente et bien maîtriser l'anglais et le français.

Conformément aux dispositions de la Loi canadienne sur l'immigration, cette offre ne s'adresse qu'aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s.

Les propositions de candidature et candidatures accompagnées d'un curriculum vitae et, si possible, du nom de trois répondants doivent parvenir avant le 10 octobre 1990 à:

Monsieur David L. Johnston  
Principal et vice-chancelier  
Université McGill  
845, rue Sherbrooke ouest  
Montréal (Québec) H3A 2T5



### Vice-Principal (Academic)

The University invites nominations and applications for the position of Vice-Principal (Academic). The appointment, effective 31 August 1991, is normally for a five-year term and may be renewed.

Reporting to the Principal, the Vice-Principal (Academic) has overall responsibility for 12 academic faculties, as well as the Libraries, Centre for Continuing Education, Dean of Students, Admissions Office, Registrar's Office, Centre for University Teaching and Learning, Instructional Communications Centre, McGill-Queen's University Press, and the Rutherford Museum.

Candidates should have appropriate scholarly credentials and administrative experience, and be able to communicate effectively in English and French.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Nominations and applications, accompanied by a curriculum vitae and the names of three referees, if possible, should be submitted by 10 October 1990 to:

David L. Johnston  
Principal and Vice-Chancellor  
McGill University  
845 Sherbrooke St. W.  
Montreal, PQ H3A 2T5





NATIONAL UNIVERSITY OF SINGAPORE  
FACULTY OF BUSINESS ADMINISTRATION

### Lecturers/Senior Lecturers/Associate Professors

Applications are invited from candidates who are able to teach in one or more of the following areas at the BBA and MBA levels:

Business Policy  
Business Policy and Strategy  
Managerial Economics and  
Industrial Organization  
International Economics and  
International Business  
Strategic Management

Decision Sciences  
Management Information Systems  
Operations and Production Management  
Operations Research/Statistics

Organizational Behaviour  
Personnel Management/  
Human Resource Management  
Comparative Management/  
Cross-cultural Studies  
Organizational Behaviour

Marketing  
Strategic Marketing  
Industrial Marketing  
International Marketing  
Service Marketing

#### Finance and Banking

Theory of Finance  
Management Control Systems  
Financial Markets and Institutions

International Finance and Banking  
Risk Management and Insurance

Applicants should possess a PhD degree from an accredited university. Those who expect to complete their doctoral programme soon may also apply. New PhD holders begin their career as Lecturers.

Besides appointments on normal 3-year contracts, visiting appointments for one to two years may be considered.

Gross annual emoluments range as follows:

Lecturer	\$350,390 - 64,200
Senior Lecturer	\$58,680 - 100,310
Associate Professor	\$88,650 - 122,870

(S\$1.00 = S\$1.57 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of S\$1,000 or S\$2,000, subsidized housing at nominal rentals ranging from S\$100 to S\$216 p.m., education allowance for up to three children subject to a maximum of S\$10,000 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

There are eight faculties in the National University of Singapore with a current student enrolment of some 14,000. All departments are well-equipped with a wide range of facilities for teaching and research.

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power; an NEC SX supercomputer with 650 MFLOPS of computing power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail; BITNET to access academic institutions world-wide. In addition, a proposed campus network based on state-of-the-art optical fibre technology will be installed by end of 1990 to facilitate resource sharing and electronic communication for the academic community. An on-line library catalogue will also be accessible by the middle of 1990.

Application forms and further information on terms and conditions of service may be obtained from:

The Director  
Personnel Department  
National University of Singapore  
10 Kent Ridge Crescent  
Singapore 0511

The Director  
North America Office  
National University of Singapore  
55 East 59th Street  
New York, N.Y. 10022, U.S.A.  
Tel.: (212) 751-0331

Enquiries may also be sent through BITNET to: PERTLS @ NUS3090; or through Telefax: (65) 7783948



UNIVERSITY OF  
WINDSOR

#### CHEMISTRY & BIOCHEMISTRY

Applications are sought for a probationary (tenure-track) appointment in ORGANIC CHEMISTRY starting July 1, 1991. The precise area within organic chemistry is of less importance than the candidate's quality and potential to excel in both teaching and independent research. Applicants should have a recent Ph.D. and some postdoctoral experience. Consideration of all applications will be given. Successful candidates will continue until the position is filled. Applicants, consisting of a curriculum vitae, a research proposal and the names and addresses of three referees should be sent to: Dr. John Grice, Head, Department of Chemistry & Biochemistry.

#### DEPARTMENT OF HISTORY

The History Department invites applications for a two-year limited term appointment, with a possible renewal for a second two-year term, commencing 1 July 1991. This appointment will be made at the Assistant Professor level in the field of MODERN BRITISH HISTORY. Teaching duties may involve all periods of English History from 1485 to the present. Applications in all areas of modern British history will be considered. But preference will be given to those in the 17th-19th centuries. Ph.D. required. Teaching experience and research publications preferred. Applications will be accepted until 15 November 1990. Each candidate should send a curriculum vitae and the names of three referees to: Dr. D. Kinch, Head, Department of History.

#### DEPARTMENT OF ENGLISH

Applicants are invited for a tenure-track position in CREATIVE WRITING, with a secondary interest in either CANADIAN or AMERICAN LITERATURE, to commence July 1, 1991. The successful candidate will have a Ph.D., an established publication record, and will be expected to teach creative writing and courses in either Canadian or American literature. Consideration of applications will begin 15 November 1990. Send letter of application, curriculum vitae, and the names of three referees to: Dr. Edward A. Walton, Head, Department of English.

#### DEPARTMENT OF RELIGIOUS STUDIES

Applications are invited for a tenure-track position in ETHICS at the level of assistant professor to begin on July 1, 1991. Special competence in Applied Ethics is preferred, including such areas as business ethics, professional ethics, bioethics, as well as feminist ethics. Applicants should have a Ph.D., teaching experience, and publications. Applicants should send a curriculum vitae and the names of three referees by November 1, 1990 to: Head, Department of Religious Studies.

#### FACULTY OF BUSINESS ADMINISTRATION

Applications are invited for limited term and seasonal positions available in the following fields: (i) ACCOUNTING, (ii) FINANCE, (iii) HUMAN RESOURCES/INDUSTRIAL RELATIONS, (iv) MARKETING, Ph.D. (or ABQ) required for tenure-track positions. MBA acceptable for limited term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programs. Salary and each depend on qualifications and experience. Each applicant should send curriculum vitae and the names of three referees to: Dr. Eric West, Dean, Faculty of Business Administration.

#### DEPARTMENT OF ECONOMICS

Applicants are invited to fill a number of tenure-track positions effective July 1, 1991. A Ph.D. or indication of imminent completion is required. Demonstrated or clear promise of excellence in teaching and research is essential. The Department is seeking candidates with strong theoretical grounding in any area. However, at least one of the positions will be filled by a Macro Theorist. We are seeking candidates who are prepared to take advantage of our active research environment and participate in graduate supervision. The application deadline is November 1, 1990 (applications received after that date will be considered for limited term positions). Areas of research interest may include but are not limited to: industrial organization, program evaluation, community, minority and women's issues. Applications will be received until the position is filled. (i) a tenure track position in CHILD CLINICAL PSYCHOLOGY, beginning July 1991. All applicants must have a Ph.D. in Clinical Psychology, have a strong research record, and be eligible for registration in Ontario. A specialization in Pediatric Psychology is preferred, but other specialties will be considered. Applicants will be required until the position is filled. Each applicant should send a curriculum vitae, the names and addresses of three referees and, in the case of position (i), samples of scholarly work to: Dr. Robert Orr, Head, Department of Psychology.

#### FACULTY OF EDUCATION

Applicants are invited for the following four positions: SCIENCE EDUCATION - pre-service program; EDUCATIONAL PSYCHOLOGY (sub-discipline in Cognitive Psychology under Learning Disabilities); Pre-Service and Graduate programs; EDUCATIONAL ADMINISTRATION (five positions) any combination of the sub-disciplines: Finance, Sociology of Education, Supervision, Law, Pre-Service and Graduate programs. Applicants should have a Doctoral Degree or be qualified and willing to enroll in a Doctoral program upon an offer of employment. In addition, applicants should possess a teaching certificate and have several years of teaching experience. Applicants will be accepted until the position is filled. Applicants should send a curriculum vitae and the names and addresses of three referees to: Dean Michael Awerdt, Faculty of Education.

#### DEPARTMENT OF PSYCHOLOGY

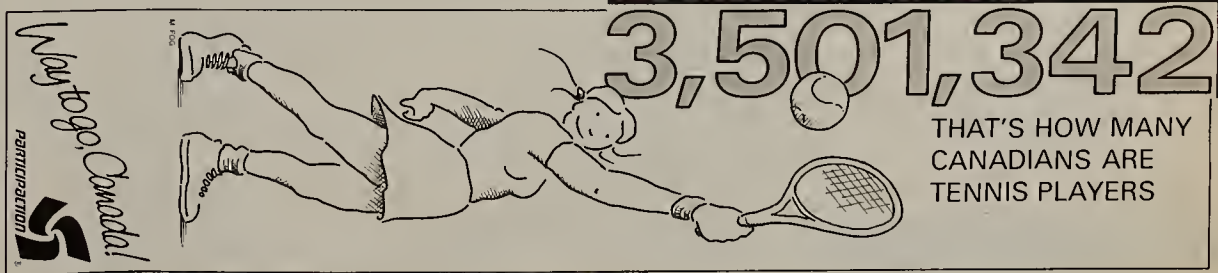
Applicants are invited for the following two positions: (i) a tenure track appointment at the Assistant Professor level in the area of APPLIED SOCIAL PSYCHOLOGY beginning July 1, 1991. Responsibilities include undergraduate teaching and involvement in a doctoral program designed to provide students with basic and applied research, teaching and practicum/mentorship experience. Areas of research interest may include but are not limited to: industrial/organizational, program evaluation, community, minority and women's issues. Applications will be received until the position is filled. (ii) a tenure track position in CHILD CLINICAL PSYCHOLOGY, beginning July 1991. All applicants must have a Ph.D. in Clinical Psychology, have a strong research record, and be eligible for registration in Ontario. A specialization in Pediatric Psychology is preferred, but other specialties will be considered. Applicants will be required until the position is filled. Each applicant should send a curriculum vitae, the names and addresses of three referees and, in the case of position (i), samples of scholarly work to: Dr. Robert Orr, Head, Department of Psychology.

#### LEADY LIBRARY

2 position (i) HEAD OF THE CATALOGUING DEPARTMENT: Responsibilities include the establishment and maintenance of cataloguing standards, policies and procedures, supervision and training of departmental staff, and participation in senior library management through the Library Management Committee. The Cataloguing Department is responsible for bibliographic control of monographs, serials, and audio-visual materials for the Main and Education Libraries. The Library uses the NOTIS system for cataloguing and circulation. Qualifications: a M.L.S. degree from an ALA accredited Library School with at least five years library experience, with three years cataloguing experience in an automated environment. Experience with the NOTIS system and authority control will be an asset. Consideration of applications will begin September 15, 1990. (ii) READER SERVICE LIBRARIAN. We seek a dynamic, self-motivated individual with excellent communication and interpersonal skills to develop, maintain, and coordinate the bibliographic instruction programs in the Reader Service Department. Duties will also include reference service and some responsibility for collection development and liaison with faculty departments. The Leady Library has collections in excess of 1 million volumes and an annual materials budget of \$15 million. Implementation of the NOTIS integrated system is ongoing. Applicants must have an M.L.S. degree from an ALA accredited Library School. Preference will be given to candidates with previous library instruction and reference experience. A background in the social sciences or business will be an asset. This appointment will take effect on January 1, 1991. Consideration of applications will begin October 1, 1990. Salaries will be commensurate with qualifications and experience. Applicants for both of these positions should send their curriculum vitae and the names of three referees to: Midge MacGown, University Librarian.

The University intends to fill its vacancies with Assistant Professors where possible. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment and female candidates are especially encouraged to apply. Canada's southernmost university, the University of Windsor, has approximately 9700 fulltime and 4700 part time students currently enrolled in 2 faculties. Because of its location, the City of Windsor offers the amenities of a large metropolitan centre, including a rich variety of cultural and recreational opportunities and the benefits of a mid size city, including an affordable housing market.

401 SUNSET • WINDSOR ONTARIO • CANADA N9B 3P4







**MASSEY  
UNIVERSITY**

### LECTURESHIP IN SOCIOLOGY

Applications are invited from suitably qualified persons for a lectureship in the Department of Sociology. Applicants must have a background in sociology; preference will be given to candidates with a PhD degree.

Any area of specialisation in Sociology will be considered, though priority will be given to proven expertise in any of the following: theory, gender, household and community development. The appointee will be expected to undertake research and to play a full part in the teaching programme of the Department, which includes courses taught on campus and at a distance.

Salary range: NZ\$36,000 - NZ\$47,200

Applications close on 30 September 1990.

Further details of the above positions together with Conditions of Appointment are obtainable from Mrs V B Bretherton, Personnel Section to whom applications, including a full curriculum vitae and the names and addresses of three referees should be sent before the closing date specified.

B.R.H. Monks  
Registrar

We are an Equal Opportunity Employer.

Palmerston North • New Zealand  
Telephone (64) 63 69-099

### VICE-PRESIDENT, ACADEMIC

Athabasca University, an open University specializing in distance education, is undergoing significant expansion and growth both in terms of enrolment and degree programmes. Currently, the University offers six degree programmes (B.A., B.Admin., B.G.S., B.N., B.Comm., B.Sc.) through three Faculties (Science, Arts, Administrative Studies), several university certificate programmes, and a range of non-credit offerings. Plans are in progress for offering post-graduate studies. The University also has extensive and growing linkages and projects in international education. Athabasca University is located in the town of Athabasca, with regional offices in Edmonton, Calgary, and Ft. McMurray.

The Vice-President, Academic, reporting to the President, will possess:

- Demonstrable leadership skills in strategic planning, curriculum development, faculty development, and student support services.
- A strong record of achievement and commitment to research, scholarship and academic excellence.
- Expertise, interest, and experience in innovative approaches to open university and/or adult education.
- Superior management and problem-solving skills.

This position requires a person with a high level of energy and vision who enjoys the challenges of managing growth, development, and change.

The town of Athabasca, located in the scenic Athabasca River valley, offers an opportunity to live in a beautiful rural setting while providing modern educational, health, recreational, and cultural facilities. Outdoor enthusiasts will enjoy the splendid scenery, abundance of wildlife, and wide range of outdoor activities that are available in the surrounding area. The town's proximity to Edmonton (130 km) gives its residents the added advantages of a modern urban centre.

Athabasca University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

Closing Date: September 30, 1990.

Term: Five Year, renewable, commencing January 01, 1991 or as soon as possible thereafter.

Please forward your curriculum vitae with references to, or for an information package, please contact:

Director, Human Resources  
Athabasca University  
Box 10,000  
Athabasca, AB T0G 2R0

**Athabasca University**

### Lansdowne Professor in History in Art

The Dept. of History in Art invites applications for an endowed Lansdowne professorship. This senior position is open to applicants in any area of the history of art and architecture. While it is the intention of the Department to complement existing strengths, the position is not restricted to any particular field of study or methodological approach. Teaching duties will include lectures and seminars for both undergraduate and graduate students, as well as thesis supervision at the M.A. and Ph.D. levels. The appointment, effective 1 July, 1991, will be made at the rank of full professor and carries tenure. The successful candidate will be an established scholar holding a Ph.D. in the history of art or a related field, with a strong record of research and publication in addition to excellent teaching. Applications should include a full curriculum vitae and the names of three referees. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program.

Applications should be directed to Dr. John Osborne, Chair, Dept. of History in Art, University of Victoria, P.O. Box 3045, Victoria, B.C., V8W 3P4. The deadline for the receipt of applications is 2 November, 1990.



### UNIVERSITY of GUELPH

#### CHAIR

#### Department of Sociology and Anthropology

The Selection Committee for the position of Chair in the Department of Sociology and Anthropology is seeking nominations and applications for this position.

The Department of Sociology and Anthropology has a complement of 20 full-time faculty members, several seasonal lecturers, and 4 staff members. The department has a diverse undergraduate program with large student enrolments drawn from a range of degree programs across the university. At the graduate level the Department has an M.A. program with an enrolment of about 25 students, and it also participates in the newly approved Collaborative M.A. in International Development Studies.

The Committee is seeking candidates with a strong research and scholarship record, an interest in good teaching, and qualities of leadership. Rank and salary will be commensurate with qualifications. The University of Guelph is committed to an Employment Equity Program which includes special measures to achieve diversity among its faculty and staff. In that spirit, we particularly welcome applications from qualified female candidates. To correct the current gender imbalance in the Department, a qualified female candidate will be selected to fill this position unless a male candidate is demonstrably better qualified. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval. Applications, nominations, and enquiries should be sent by 15 October, 1990 to the chair of the Committee:

John Vanderkamp, Dean  
College of Social Science  
University of Guelph  
GUELPH, ONT. N1G 2W1



### The University of Manitoba invites applications and nominations for the position of DEAN OF ARTS

The Faculty of Arts consists of 17 departments in the Humanities and Social Sciences. Undergraduate programs are offered in all departments as well as in a number of interdisciplinary and cross-disciplinary programs. In addition M.A. and Ph.D. work is done in most disciplines. Approximately 4,300 full-time undergraduate, 3,700 part-time undergraduate and 510 graduate students are enrolled in the faculty's programs. At the present time the Faculty of Arts has a complement of approximately 300 academic staff and 65 support personnel serving these programs. The Faculty's current operating budget is in excess of \$23 million dollars.

Candidates for the deanship should have a strong personal record in teaching, scholarship and service; be interested in, and committed to maintaining and improving the faculty's high standards in these three areas; and possess appropriate administrative experience.

It is expected that the appointment will commence July 1, 1991 and would normally be for a term of five years.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Applications (with the names of three referees) and nominations will be received until October 15, 1990 and should be forwarded to Professor R.A. Johnson, Associate Vice-President (Academic), Chairman, Advisory Committee for the Dean of Arts, Room 208 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.



**UNIVERSITY  
OF OTTAWA**

### Faculty of Medicine Assistant Professor

The Department of Physiology invites applications for a vacant position. The ability to teach an introductory course in mammalian physiology in French is essential. Candidates should have an M.D. or Ph.D., with several years of post-doctoral experience. The successful candidate will be expected to develop an independent and externally funded research programme. To apply, submit an up-to-date curriculum vitae, a proposed research plan and names and addresses of three referees, not later than October 12, 1990. Applications should be sent to: Dr. K.C. Marshall, Chairman, Department of Physiology, Health Sciences Bldg., 451 Smyth Road, Ottawa, Ontario K1H 8M5; FAX: (613) 787-6718. Canadian immigration policy requires that preference be given to citizens and permanent residents of Canada.



### Faculté de Médecine

Le Département de physiologie est à la recherche de candidat(e) pour combler un poste de professeur(e) adjoint(e). Les candidats doivent posséder un M.D. ou un Ph.D., ainsi que plusieurs années d'expérience postdoctorale. L'anglais devra enseigner en français, un cours d'introduction à la physiologie des mammifères. Le département attend à ce que la personne puisse développer un programme de recherche indépendant et subventionné. Faire parvenir avant le 12 octobre 1990 un curriculum vitae, un aperçu des projets de recherche, ainsi que les noms et adresses de trois répondants à: Dr. K.C. Marshall, Directeur, Département de physiologie, Edifice des Sciences de la santé, 451 chemin Smyth, Ottawa, Ontario K1H 8M5; Télécopieur: (613) 787-6718. La politique de l'immigration canadienne exige que la priorité soit donnée aux citoyens canadiens et aux résidents permanents.



**OKANAGAN  
COLLEGE**



### OKANAGAN COLLEGE THE UNIVERSITY-COLLEGE OF THE OKANAGAN INVITES APPLICATIONS FOR THE POSITION OF DIRECTOR, BACHELOR OF SCIENCE NURSING KELOWNA CENTRE

Okanagan College is a comprehensive college offering vocational, developmental, career, technology and university degree programs. We offer programs leading to baccalaureate degrees in Arts and Science in cooperation with the University of British Columbia, and in Education and Nursing in cooperation with the University of Victoria. The College operates campuses in Kelowna, Vernon, Salmon Arm, and Penticton, with degree completion programs concentrated in Kelowna.

The Division of Health is responsible for the Bachelor of Nursing, Diploma Nursing, Dental Assistant, Long-Term Care Aide, Rehabilitation Assistant, Practical Nursing, Activity Aide and Human Service Worker programs presently offered by Okanagan College. A Bachelor of Social Work program will be implemented in 1991.

Okanagan College is seeking an energetic person with a vision for further development, a commitment to excellence and teaching, and an appreciation of scholarly work.

#### DUTIES:

Under the general direction of the Dean, Division of Health Programs, the Director is responsible for:

1. Directing the operation and further development of the post RN, BSN program;
2. Assisting the department in developing efficient articulation between BSN and Diploma program curricula within the Division of Health Programs;
3. Maintaining regular liaison with the University of Victoria, regional health care facilities, and the community;
4. Providing leadership for faculty regarding scholarly work, curriculum development and innovation in teaching and learning.

#### PREFERRED

- QUALIFICATIONS:**
1. Demonstrated professional and educational leadership in nursing.
  2. Post secondary teaching and administration experience, preferably in a BSN program.
  3. A Doctoral degree or substantive progress toward one. Outstanding candidates with a Master's degree in Nursing may be considered.
  4. Demonstrated excellence in scholarly work.

**APPOINTMENT:** Continuing effective April 1, 1991

**SALARY:** \$44,857.00 - \$51,928.00 per annum based on 1989/90 salary scale. (Administrative salaries are currently under review.)

**CLOSING DATE:** November 2, 1990

This position is covered by the Policy for Administrative Staff.

**APPLICATION:** Please submit a curriculum vitae and the names of three referees to:

Personnel Office  
Okanagan College  
1000 K.L.O. Road  
Kelowna, British Columbia  
V1Y 4X6

PLEASE REFER TO COMPETITION NUMBER 11AD/M90 UPON APPLICATION



### Memorial University of Newfoundland Mechanical Engineering

Applications are invited for a tenure-track position in Mechanical Engineering at Memorial University of Newfoundland. The Engineering Faculty has well established co-operative undergraduate and elective graduate programs in the major disciplines. Research with relevance to offshore and ocean problems is particularly encouraged.

We are particularly interested in applicants in the area of thermal systems (especially relating to heating, ventilating and air conditioning) or in manufacturing engineering (especially relating to computer aided manufacturing or flexible manufacturing systems). The successful candidate is expected to contribute actively to teaching and research at all levels. The appointment will likely be at the assistant professor rank. Applicants should have a Ph.D. and preferably, some industrial or research experience.

In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents of Canada. Applications with curriculum vitae and names of three or more referees should be received before September 30, 1990 by the Dean, Faculty of Engineering and Applied Sciences, Memorial University of Newfoundland, St. John's, Newfoundland, A1B 3X5.



### University of Regina

#### THE UNIVERSITY OF REGINA INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF DEAN OF THE FACULTY OF EDUCATION

The Dean will provide effective academic leadership and sound administration to a Faculty with 75 academic and support staff serving the educational needs of approximately 1550 undergraduate and 200 graduate students. The regular degree programs of our dynamic and highly progressive Faculty of Education include the Elementary, Middle Years and Secondary Education programs, with additional special programs in Arts Education, French Language Education, Vocational/Technical Education, Native Teacher Education in both Saskatchewan and the Yukon Territory, and Graduate Studies.

The Dean will provide strong representation for the Faculty within the University and in the community at large. Candidates should have demonstrated administrative skills, an excellent record of teaching, practice and research in relevant Education discipline, and an understanding of the integral relationship between undergraduate education, research and graduate studies.

The Dean is expected to be able and willing to work collaboratively with other Faculties on campus and with members of the major provincial educational agencies (teachers, trustees, education directors, government personnel). Candidates should have a keen interest in developmental teacher education with a strong emphasis on modern pedagogical theory, subject content enhancement, sound practicum delivery, and productive educational research. An interest in enhancing the Faculty's established reputation for developing advanced programs and preparing high quality graduates from four year concurrent, after degree and graduate programs is imperative.

The appointment will commence on July 1, 1991, and will normally be for a term of five years. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal peoples, people with disabilities, visible minorities, and women, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Send applications or nominations, including a complete curriculum vitae and names of at least three references in confidence by October 31, 1990, to:

Dr. Brian L. Scarle  
Vice-President (Academic)  
University of Regina  
Regina, Saskatchewan  
S4S 0A2

### The Rockefeller Foundation

#### African Dissertation Internship Awards

Doctoral students from sub-Saharan Africa are invited to apply to The Rockefeller Foundation for dissertation research support. The program enables Ph.D. students enrolled in U.S. and Canadian universities to return to Africa for extensive field research in areas relevant to economic development or poverty alleviation. Priority is given to research topics in the fields of agriculture, health and life sciences, but other proposals are welcome.

Applicants are responsible for arranging affiliation with an African institution able to provide needed research support, such as laboratory facilities, access to study sites, and technical advice. The candidate's faculty advisor, the host institution in Africa, and the agency with primary responsibility for financing the student's graduate work must all send letters of endorsement.

Deadlines for applications are October 1, 1990 and March 1, 1991. Candidates should apply well in advance of the expected field work starting date.

For a full description of the competition and the application requirements, write to:

African Dissertation Internship Awards  
The Rockefeller Foundation  
1133 Avenue of the Americas  
New York, NY 10036 USA

### BROCK UNIVERSITY DEAN FACULTY OF SOCIAL SCIENCES

Brock University invites applications and nominations for the position of Dean, Faculty of Social Sciences, to take office on July 1, 1991.

The Faculty includes the Departments of Economics, Geography, Politics, Psychology and Sociology, the Institute of Urban and Environmental Studies, the Institute of Applied Human Development (with programs in Applied Linguistics, Child Studies, Health Studies and Labour Studies) and interdepartmental programs in Asian Studies and Communication Studies. Pass and Honours degree programs are offered in all departments and institutes and a Masters degree program in Politics. The Faculty has over 80 full-time faculty members and approximately 2,225 FTE students.

The University seeks an individual with a solid record of academic achievement in both teaching and research, administrative experience and the ability to interact effectively with faculty, students, staff and the external community.

Candidates should submit an up-to-date curriculum vitae and the names of three referees to:



Or. Susan Clark  
Vice-President, Academic  
Chair, Advisory Committee  
re: Dean of Social Sciences  
Brock University  
St. Catharines, Ontario  
L2S 3A1

The closing date for the receipt of applications is  
November 30, 1990.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Brock University has a Positive Action Policy for faculty appointments and women candidates are especially encouraged to apply.

**BROCK UNIVERSITY IS AN EQUAL OPPORTUNITY EMPLOYER  
SMOKING AT BROCK UNIVERSITY IS STRICTLY CONTROLLED**



### University of Regina

#### THE UNIVERSITY OF REGINA INVITES APPLICATIONS AND NOMINATIONS FOR THE POSITION OF DEAN OF THE FACULTY OF ADMINISTRATION

The University of Regina is a vibrant centre of learning located in Saskatchewan's capital city, Regina, which supports a low-cost lifestyle with easy access to major cultural and recreational resources. The University's nine faculties provide high quality education to approximately eleven thousand students. The excellent programs of our ever-strengthening Faculty of Administration provide important bridges between the University and both the public and the private sectors.

The Dean will provide effective academic leadership and sound administration to a Faculty with 24 academic and support staff serving the educational needs of approximately 700 undergraduate and graduate students. One-third of the undergraduates are enrolled in an optional, and highly effective co-operative work study program. Areas of study include: Management, Public Policy and Administration, Accounting, Finance, Marketing, Personnel and Industrial Relations, Quantitative Analysis and International Management. The master's program includes both the Business Management and the Public Policy and Administration options. The Faculty has also been active in offering management development programs.

The Dean will provide strong representation for the Faculty within the University and in the community at large. Candidates should have demonstrated administrative skills, an excellent record of teaching, practice and research in a relevant Business or Public Administration discipline, and an understanding of the integral relationship between undergraduate education, research and graduate studies. The Dean is expected to be able and willing to work collaboratively with other Faculties on campus, with members of relevant professional associations and with the provincial business and public administration communities.

The appointment will commence on July 1, 1991, and will normally be for a term of five years. The University of Regina is thoroughly committed to employment equity. Send applications or nominations, including a complete curriculum vitae and names of at least three references in confidence by October 31, 1990, to:

Dr. Brian L. Scarle  
Vice-President (Academic)  
University of Regina  
Regina, Saskatchewan  
S4S 0A2



### University of Alberta Edmonton

## Tenure-Track Position Department of Physical Education and Sport Studies

Applications are invited for a tenure-track position in the Department of Physical Education and Sport Studies, University of Alberta, Edmonton, Alberta. Applicants will be expected to have a doctoral degree in a related field and an active research program. The appointment will be at the Assistant Professor level (current salary - \$34,970-\$51,434) and will be effective July 1, 1991.

Department priorities for this position are in the areas of:

- Dance/Aesthetic Movement
- Human Motor Behaviour (Motor Control)

A commitment to excellence in teaching and research is an expectation of each faculty member in the department. The successful candidate will be expected to teach in the undergraduate and graduate programs, advise graduate students and maintain an active research program. Preference will be given to applicants who can contribute to the broader scope of department needs.

The Department of Physical Education and Sport Studies offers a four-year B.P.E. degree, M.A. and M.Sc. degrees and a Ph.D. degree. The undergraduate degree includes a strong discipline, activity, and professional focus and offers a number of routes of concentration. Graduate degrees are offered in Behavioural, Socio-Cultural and Biological areas.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Further details regarding the Department and this position are available upon request. Applications, including a description of research and teaching interests, and accompanied by a curriculum vitae and names of three referees should be sent, prior to November 15, 1990, to:

H.A. Quinney, Chair  
Department of Physical Education  
and Sport Studies  
University of Alberta  
Edmonton, Alberta T6G 2H9

*The University of Alberta is committed to the principle of equity in employment.*

**We need  
your support.  
Cancer can  
be beaten.**

CANADIAN  
CANCER  
SOCIETY

SOCIÉTÉ  
CANADIENNE  
DU CANCER



For a full description of the competition and the application requirements, write to:

African Dissertation Internship Awards  
The Rockefeller Foundation  
1133 Avenue of the Americas  
New York, NY 10036 USA





### The University of Manitoba VICE-PRESIDENT (RESEARCH AND SPECIAL PROJECTS)

The University of Manitoba invites applications and nominations for the position of Vice-President (Research and Special Projects), commencing on July 1, 1991. Founded in 1877, Manitoba is Western Canada's oldest major university. It has active programs of research in a wide variety of disciplines and a total full-time equivalent enrolment of 22,000 students pursuing undergraduate and graduate studies in 29 faculties and schools encompassing the humanities, social sciences, natural and applied sciences and the professions.

The Vice-President, reporting to the President, is responsible for overseeing the Office of Research Administration and Development, the International Development Office, the operation of the university's research centres and institutes, its participation in research networks and cooperation with industry in research and technology transfer, development of the University's Research Park, maintaining effective and productive relationships with research sponsors and in general for providing leadership in the enhancement of the research and related development efforts of the University.

Candidates should have academic qualifications, relevant university administrative experience and leadership ability appropriate for the scope and challenge of this senior position.

Applications and nominations, including a brief statement of the qualifications and achievements of the applicant or nominee, should be submitted as soon as possible to:

Dr. Arnold Naimark  
President  
Room 200 - Administration Building  
The University of Manitoba  
Winnipeg, Manitoba R3T 2N2

This advertisement is directed to citizens and permanent residents of Canada. The University of Manitoba is committed to employment equity.



### The University of Manitoba VICE-PRESIDENT (ACADEMIC)/PROVOST

The University of Manitoba invites applications and nominations for the position of Vice-President (Academic) and Provost, commencing on July 1, 1991. Founded in 1877, The University of Manitoba is Western Canada's oldest major university. It has active programs of research in a wide variety of disciplines and a total full-time equivalent enrolment of 22,000 students pursuing undergraduate and graduate studies in 29 faculties and schools encompassing the humanities, social sciences, natural and applied sciences and the professions.

The Provost, reporting to the President, is the senior academic officer of the University and is responsible for overseeing the administration of the academic aspects of its activities, including the academic staff, students and academic programs, and for providing leadership in academic planning and development.

Candidates should have academic qualifications, administrative experience and leadership ability appropriate for the scope and challenge of this senior position.

Applications and nominations, including a brief statement of the qualifications and achievements of the applicant or nominee, should be submitted as soon as possible to:

Dr. Arnold Naimark  
President  
Room 200 - Administration Building  
The University of Manitoba  
Winnipeg, Manitoba R3T 2N2

This advertisement is directed to citizens and permanent residents of Canada. The University of Manitoba is committed to employment equity.



### Mount Saint Vincent University

Invites Nominations and Applications for  
appointment to:

The Nancy Rowell Jackman Chair in  
Women's Studies

The Chair is designed to bring the University visiting scholars in Women's Studies or persons in public life who have contributed to the advancement of women, for a term ranging from one to two years, renewable, beginning July 1, 1991 (negotiable). The holder of the Chair should be a distinguished scholar or generalist of stature. Duties associated with the chair include public presentation for audiences on and off campus, the teaching of one course in women's studies and conducting stimulating research.

Nominations and/or applications, the latter accompanied by a curriculum vitae and the names and addresses of three referees, should be sent prior to December 15, 1990 to:

Dr. Reginald Stuart  
Nancy Rowell Jackman Chair in Women's Studies  
Mount Saint Vincent University  
Halifax, Nova Scotia  
B3M 2J6

### CENTRE FOR STUDIES IN DEFENCE RESOURCES MANAGEMENT

#### CSORM SOLICITED RESEARCH PROGRAM: FY 1991/92

On 1 April 1991, the Centre for Studies in Defence Resources Management (CSORM) will be issuing research funding to successful applicants doing work in the field of defence economics and defence resources management. Awards will be made up to the \$50,000 limit of the total program. Thus, it might be that several projects are funded concurrently. Proposals should be related to one of the following areas:

- I. Potential Security Implications for the West Arising from the Overturn of Capital and Foreign Aid from the Third World to Eastern Europe
- II. The Medium to Long Term Cost of Environmental Legislation on Canadian Defence Policy and Operational Objectives.
- III. The Rationalization of Canada's Defence Industry in the 1990's: Survival of the Fittest.

In exceptional cases, proposals unrelated to the above topics but with a defence economics application to Canada will be considered. Research funds will normally go to Canadian academics, non-government scholars or post-doctoral students or teams of like researchers in which Canadians serve as the principal researchers. The deadline for submissions is 15 December 1990. Acceptable proposals will be decided by the director, CSORM on recommendation of the CSORM Advisory Committee, and announced by 15 March 1991, for funding by 1 April 1991. All research must be completed within one year. Follow on funding in subsequent years for the same subject area will not be considered. Additional written information on this program, including topic details; and criteria and procedures for solicited research program applications, may be obtained by contacting: Lieutenant-Commander P.H. Weil, Centre for Studies in Defence Resources Management, Neilson Defence College, Fort Frontenac, Kingston, Ontario, K7K 5L6; Tel: (613) 541-5926.



### CENTRE D'ÉTUDES DE GESTION DES RESSOURCES DE LA DÉFENSE

#### PROGRAMME DE RECHERCHE SOLICITÉE DU CEGRD: ANNÉE FINANCIÈRE 1991-1992

Le 1<sup>er</sup> avril 1991, le Centre d'études de gestion des ressources de la défense (CEGRD) distribuera des fonds de recherche aux candidats choisis qui oeuvrent dans le domaine de l'économie de la défense et de la gestion des ressources de la défense. Les bourses seront distribuées jusqu'à concurrence du montant total du programme, qui est de 50 000 \$. Par conséquent, il se pourrait que plusieurs travaux soient financés en même temps. Les propositions doivent porter sur un des domaines suivants:

- I. Les conséquences possibles, pour la sécurité de l'Occident, qui découlent du réarmement des capitaux et de l'aide à l'étranger, du tiers monde aux pays de l'Est.
- II. Le coût, du moyen terme au long terme, des lois sur l'environnement en ce qui concerne la politique de défense du Canada et les objectifs opérationnels.
- III. La rationalisation de l'industrie de défense du Canada dans les années 90: la persistance du plus apte.

Dans des cas exceptionnels, on étudiera des propositions qui ne sont pas reliées à ces sujets, mais qui s'appliquent à l'économie de la défense au Canada. Les fonds de recherche seront accordés, en règle générale, à des Canadiens(ne)s, universitaires, chercheurs du secteur privé ou étudiants en recherche post-doctorale, ou à des équipes de chercheurs de la défense dans les années 90. La date limite pour les soumissions est le 15 décembre 1990. Le directeur du CEGRD choisira les propositions gagnantes, sur la recommandation du comité consultatif du CEGRD, et il avisera les candidats avant le 15 mars 1991; le financement commencera au 1<sup>er</sup> avril 1991. Toute la recherche doit être terminée en une année, et il ne sera pas question de prolonger le financement pour le même sujet. On peut obtenir des renseignements supplémentaires par écrit, y compris des détails sur les sujets, ainsi que sur les critères et le mode à suivre pour faire une demande en communiquant avec le Lieutenant-commander P.H. Weil, Centre d'études de gestion des ressources de la défense, Collège de Défense, Fort Frontenac, Kingston (Ontario), K7K 5L6; N° de téléphone: (613) 541-5926.



### Academic Career Opportunities for Women

In order to correct the current gender imbalance among faculty, outstanding female candidates are invited to apply for academic appointments at the University of Guelph. The University offers undergraduate and graduate programs within the Ontario Agricultural College, the Ontario Veterinary College, the College of Arts, the College of Biological Science, the College of Family and Consumer Studies, the College of Social Science, and the College of Physical and Engineering Science. Each of the Colleges offers strong support for the development of faculty teaching and research activities. The City of Guelph provides a welcoming environment for family life. Candidates interested in joining our faculty are invited to submit their curriculum vitae, the names of three referees and an outline of their teaching and research interests to Dr. J.R. MacDonald, Vice-President, Academic, University of Guelph, Guelph, Ontario, N1G 2W1. Appointments will be made as budgetary constraints permit. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents of Canada.



### QUEEN'S NATIONAL SCHOLARS (Faculty Appointments)

QUEEN'S UNIVERSITY AT KINGSTON invites applications from outstanding scholars for faculty appointments in the life, physical and social sciences, the humanities, women's studies, business, education, engineering, law, medicine, nursing, rehabilitation therapy, and industrial relations, public administration, urban and regional planning. Preference will be given to scholars in the early- or mid-career stages.

These appointments are to enrich teaching and research in newly developing fields of knowledge as well as traditional disciplines. Another objective is to provide an opportunity to improve the proportion of women on faculty.

Under a special "Queen's National Scholar" program these appointments will be either bridging appointments to regular tenure track positions or special shorter term appointments. THE MAIN CRITERION OF INTEREST TO THE SELECTION COMMITTEE IS ACADEMIC EXCELLENCE REGARDLESS OF OTHER CONSIDERATIONS. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Each application should include a curriculum vitae and a brief statement of current and prospective research interests (if not included in the vitae). Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from three referees sent directly to the address below. The deadline for the receipt of completed applications, including letters of reference, is October 8, 1990 for decision in January, 1991 or January 12, 1991 for decision in April, 1991.

Applications and letters of reference should be sent to: The Head(s) of the department(s) of the applicant's field(s) of study, Queen's University, Kingston, Canada, K7L 3N6.



Memorial  
University of Newfoundland

Co-ordinator

### NATIVE & NORTHERN EDUCATION

The Faculty of Education, Memorial University of Newfoundland, invites applications for the position of Co-ordinator of Native and Northern Education. This is a tenure track position at the assistant or associate professor level.

Memorial currently offers a field based undergraduate degree (Bachelor of Education — Native and Northern) as well as a diploma programme in Native Teacher Education to Innu and Inuit/Native Settlers in Labrador. The Co-ordinator will be responsible to the Associate Dean of Education for Undergraduate Studies for all aspects of programme development and delivery, counselling of students both on and off campus, liaison with appropriate university departments and outside organizations and agencies, as well as other associated duties.

The Co-ordinator is based on the main University campus in St. John's. The position includes both teaching and administration and requires periodic travel in Labrador.

The candidate should have a doctorate in education with a specialization in native teacher education or similar area together with several years of successful teaching experience at the primary, elementary or high school level. Fluency in at least one of the native languages in Labrador and/or administrative experience in native education would be an asset.

Effective date of appointment is January 1, 1991, or as soon as possible thereafter.

Applications must be received by October 31, 1990, and include a curriculum vitae, graduate school transcripts and the names of three referees. Address applications and enquiries to:

Dean of Education  
Faculty of Education  
Memorial University of Newfoundland  
St. John's, NF CANADA  
A1B 3X8

Telephone: (709) 737-8568  
FAX: (709) 737-2001

This position is advertised in accordance with Canadian immigration requirements, to Canadian citizens and permanent residents.





### ASSOCIATE VICE-PRESIDENT FOR CONTINUING STUDIES

The University of British Columbia invites applications for the newly created position of Associate Vice-President for Continuing Studies. The position has been created pursuant to the objective, stated in the University's Mission Statement, of intensifying the University's involvement in life long learning.

The Associate Vice-President will report to the Vice-President Academic and Provost; will have direct responsibility for specified areas of non-credit education and for extra-sessional and distance education credit courses; and will also be expected to promote continuing studies in the University as a whole and in the community at large.

The successful candidate will have a proven ability to generate and administer innovative credit and non-credit education programmes at the post-secondary level and to work effectively within and without the academic setting.

The successful candidate will be expected to take up the appointment no later than July 1, 1991. If the person appointed has the required qualifications consideration will be given to an appointment at an appropriate academic rank.

The University of British Columbia is committed to the Federal Government's employment equity program and encourages applications from all qualified individuals.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Applications, accompanied by a detailed curriculum vitae and the names of at least two referees, should be sent to:

Dr. A.J. McClean  
Associate Vice President Academic  
Office of the President  
The University of British Columbia  
6328 Memorial Road  
Vancouver, B.C. V6T 2B3

Applications should be received by October 31, 1990.



### Assistant Professor School of Social Work

Following new developments at the School of Social Work, at McGill University, including the opening of the Centre for Applied Family Studies, applications are invited for a tenure track position at the Assistant Professor level in the School of Social Work, beginning January 1991. Areas of interest are open but we are looking for candidates who can contribute to teaching clinical practice courses across the life cycle. Candidates with a doctorate in social work are preferred but those with a MSW and a doctorate in a related discipline will also be considered. Minority group educators with training in Social Work are especially encouraged to apply. Responsibilities will include undergraduate and graduate teaching, liaison with field teaching agencies, supervision of graduate student research and research in the individual's area of interest.

Interested candidates are invited to submit their Curriculum Vitae and a letter of application, by September 30, 1990, to:

The Director  
School of Social Work  
McGill University  
3506 University Street  
Montreal, Quebec H3A 2A7

In accordance with Canadian Immigration regulations, this advertisement is directed, in the first instance, to Canadian citizens or permanent residents.

### DISTANCE EDUCATION SPECIALIST

The Centre for Distance Education at Athabasca University, requires a Distance Educator for a tenure track academic position. This person will be engaged in Centre research, evaluation, and consultation in the area of distance education delivery systems, as well as the applicant's area of interest and specialty. Particular emphasis will be placed upon the application of technology to the delivery of distance education.

The Centre for Distance Education is a leading research and development centre within the field of distance education, both nationally and internationally. Its mandate includes: to design and develop new technologies in distance education; to design, develop and test the effectiveness of alternate forms of course design and delivery; to be a focal point of research into computers for educational purposes; to design, develop, and implement a program for training in the field of distance education and open learning systems; to develop a graduate degree program in distance education and open learning systems; and to provide consultative services both within and without the University.

Applicants are required to have a Ph.D. and knowledge and expertise in the following areas: Computer applications in Education, Instructional Systems Design, Distance Education, and Research and Evaluation. Applicants will be required to work as part of a team as well as independently.

This is an academic appointment, rank and salary will be determined based on the applicant's qualifications and experience.

Located in the town of Athabasca, Athabasca University is an open university specializing in distance education. The town's proximity to Edmonton gives its residents all the advantages of country living while still having access to the facilities of a modern urban centre which is located only 150 kilometres away.

In accordance with Canadian Immigration Department regulations, this advertisement is directed to Canadian citizens and permanent residents.

Start Date: January 1, 1991, or earlier

Please send a letter of application and resume by October 15, 1990 to:  
Director, Human Resources, Athabasca University,  
Box 10,000 Athabasca, Alberta, Canada T0G 2R0

**Athabasca University**

# PÉDALER

FAITES  
LE DONC  
POUR VOIR!



## Saint Mary's University

### Vice-President, Academic and Research

Saint Mary's University, founded in 1802, is a non-denominational, co-educational, modern university located in Halifax, Nova Scotia, serving a student body of 4,300 full- and 3,000 part-time students during the academic year. An additional 3,000 students are enrolled in two summer sessions.

Saint Mary's is dedicated to academic and research excellence, public accessibility, international outreach and fiscal responsibility.

The Vice-President, Academic and Research is a senior officer responsible to the President for the direction and administration of educational policies. This entails overall responsibility for strategic academic planning, program and curriculum development, research, enrolment planning and management, faculty and administrative appointments and professional development.

The starting date for this position is July 1, 1991. The initial appointment will be for six years. Candidates should hold a doctorate or equivalent degree and have significant experience in university teaching, research, administration and a commitment to excellence in teaching and research.

Nomination and applications should be submitted with a résumé and the names of three referees before December 1, 1990 to:

Mrs. Geraldine Coll, Secretary  
Vice-President (Academic and Research) Search Committee  
Saint Mary's University  
Halifax, Nova Scotia  
B3H 3C3

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## ADMINISTRATIVE STUDIES TENURE TRACK POSITIONS

The Faculty of Administrative Studies, Athabasca University is recruiting to tenure track appointments at the Assistant/Associate Professor level in the following areas:

- Communications
- Organizational Behaviour
- Management Science/Operations Management
- Management Information Systems
- Production Management

Qualifications: PhD or DBA preferred. Experience in adult and/or professional education is an asset.

The Faculty offers a Bachelor of Commerce, Bachelor of Administration and University Certificates in Accounting, Administration, Labour Relations and Public Administration. The Faculty proposes to offer an MBA in the near future.

Athabasca University, Canada's leading open university, is located in the town of Athabasca, Alberta and has regional centres in Edmonton, Calgary and Fort McMurray.

Letter of application (including the names of three referees and a full vitae) should be sent to:

Director of Human Resources, Athabasca University,  
Box 10,000, Athabasca, Alberta, Canada, T0G 2R0

To arrive not later than September 30, 1990.

Some subject areas will require budgetary approval.

**Athabasca University**



# FINLAY TRAVEL'S

## WORLD DESTINATIONS

A new travel year is upon us—Intra Canada destinations have had a number of seat sales and should see more over the coming months. Trans-Border likewise—particularly West Coast, East Coast and Florida.

International—The New Eastern Europe will show a marked increase—exciting happenings over the past year indeed!!!!

Seat sales or not, it is a reliable forecast that the cost of fuel will surge upwards. Our air carrier friends may not be able to charter surcharges, so it will be all the more necessary to monitor the fares. It may be that charter flights will offer best bargains, but again we will only use carriers

with sound track records. Atlantic services, long duration flights remained popular—South Pacific, Circle Pacific increasing and Downunder remains a great destination, and we have featured the fares in this issue.

October should see us in full swing. Meanwhile—those of you who are returned to duty—welcome back. Those who haven't gone, or even planned yet—get in touch—you're most welcome.

Call us between the hours of 9:30 am and 4:30 pm Eastern Standard Time—Monday to Friday. Fax is available 24 hours per day. Fax: 416-366-1005



### Our South Pacific Fares



From: Vancouver	APEX FARE			EXCURSION FARE			SUPER - APEX FARE		
	Low	Shoulder	High	Low	Shoulder	High	Low	Shoulder	High
SYDNEY / BRISBANE / MELBOURNE / CAIRNS	\$1578	\$1828	\$2048	\$1767	\$2011	\$2231	\$1336	\$1578	\$1864
ADELAIDE / HOBART	\$1767	\$2012	\$2231	\$1950	\$2194	\$2414	\$1519	\$1766	\$2047
PERTH	\$1950	\$2194	\$2414	\$2133	\$2378	\$2597	\$1702	\$1950	\$2230
AUCKLAND	\$1428	\$1674	\$1894	\$1614	\$1858	\$2078	\$1181	\$1430	\$1710
WELLINGTON	\$1492	\$1736	\$1956	\$1675	\$1919	\$2139	\$1244	\$1491	\$1772
CHRISTCHURCH	\$1509	\$1754	\$1974	\$1693	\$1937	\$2157	\$1262	\$1509	\$1790

SEASONALITY: LOW : May - August

SHOULDER: March, April, September - November

HIGH: December - February

ADD ON FROM OTHER CITIES IN CANADA:

Calgary .....\$130.00  
Edmonton .....\$150.00  
Regina/Saskatoon .....\$230.00

Winnipeg .....\$250.00  
Montreal/Ottawa .....\$370.00  
Toronto/London .....\$350.00

St. John's/Nfld. ....\$580.00  
Halifax/Moncton/Fredericton .....\$420.00

Conditions:  
Minimum Stay:  
Maximum Stay:  
Stopovers Permitted:  
Advance Bookings:  
Ticketing Option:  
Cancellation charge:

5 days  
6 months  
3 plus point of turnaround  
14 days prior  
35% Non-refundable

6 days  
1 year  
6 plus point of turnaround  
Prior to departure  
Prior to departure  
35% after departure only

6 days  
3 months  
Honolulu in each direction  
14 days prior  
14 days prior  
50% Non-refundable

Canadian Transportation Tax of \$19.00 is not included. Children fare available, please inquire. Certain routing restrictions apply. Re-routing is allowed on APEX and Excursion fares at a charge. All information is subject to change without notice.

Call: (416) 366-9771 Fax: (416) 366-1005



QANTAS

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TO: FRANKFURT From: .....\$687.00 to \$948.00  
TO: PARIS From: .....\$619.00 to \$881.00  
TO: ZURICH From: .....\$726.00 to \$997.00  
TO: PRAGUE From: .....\$793.00 to \$1075.00  
TO: BUDAPEST From: .....\$812.00 to \$1024.00  
TO: MOSCOW/LENINGRAD From: .....\$992.00 to \$1,197.00

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Fares subject to change. Any or all of the above offerings may be withdrawn at anytime.

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CATHAY PACIFIC AIRWAYS DAILY NON-STOP 747 SERVICE.

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TO: Hong Kong From \$1299.00 to \$1512.00  
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• BOOKING CONDITIONS & RESTRICTIONS APPLY

• ALL FARES AND CONDITIONS — SUBJECT TO CHANGE AND MAY BE WITHDRAWN ANYTIME.

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E. & O.E. 08/90

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Any 5 days within 15 days \$339.00

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\$319.00 8 days

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BRITRAIL FLEXIPASS:

Any 4 days within 8 days \$259.00

Any 8 days within 15 days \$379.00

CALL (416) 366-9771 FAX: (416) 366-1005 E. & O.E. 08/90



FRENCH RAIL INC.

### ☆ LATE ITEMS ☆

Transatlantic Fall/Winter Sale Air Canada announces seat sale effective October 01, 1990 — March 20, 1991 (Christmas and New Year blackout periods apply). Toronto/Montreal/Ottawa/Halifax/St. John's to London, from \$498.00 Round Trip (weekdays), 7 days min./1 month max. Seat sale fares available from Winnipeg \$598.00, Calgary \$628.00, Edmonton \$628.00, Vancouver \$628.00. Weekend rates...add \$15.00 in each direction.

### ☆ OTHER ITEMS ☆

Pacific Carriers announce 10% fuel surcharge ex U.S. to South Pacific/Orient.

Atlantic Carriers — Air Canada/British Airways announce 6% fuel surcharge effective Sept. 01/90.

As we go to press LONG DURATION EUROPEAN flights are under review and members are welcome to apply for information as it is expected that details will be available in advance of the October printing.

(416) 366-9771 Fax (416) 366-1005 Whenever possible.

Nous offrons aussi un service en français si vous le désirez.

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